S453.2-U A

Missouri
Department of Labor and Industrial Relations

Annual Report 1993

Office of the Director
Labor and Industrial Relations Commission ★ Division of Labor Standards
State Board of Mediation ★ Division of Workers' Compensation
Missouri Commission on Human Rights ★ Division of Employment Security

Mel Carnahan
Governor
State of Missouri

Mel Carnahan
Governor

Missouri Department of Labor and Industrial Relations

David D. Mitchem, Deputy Director

3315 W. Truman Blvd.
P.O. Box 504
Jefferson City, MO 65102
314-751-4091
FAX 314-751-4135

Relay Missouri
1-800-735-2966 (TDD)
1-800-735-2466 (Voice)

December 6, 1993

The Honorable Mel Carnahan
Governor, State of Missouri
State Capitol Building
Jefferson City, Missouri 65101

Dear Governor Carnahan:

On behalf of the Missouri Department of Labor and Industrial Relations, I am pleased to provide an accounting of the Department's performance for fiscal year 1993. The services provided to the citizens of Missouri are documented; along with labor market information and other statistical data that will prove useful as we continue to improve our service delivery systems.

The Department of Labor and Industrial Relations is establishing NEW DIRECTIONS for the Department including: excellence in customer service; wisdom in stewardship of the public trust; and recognition that the people are the Department's greatest asset. We are creating an environment in which the needs of our customers are met with dignity and quality. By applying the business principles found in "Total Quality Management" we are reinventing how the Department provides service to the citizens of Missouri.

The business plan is becoming the foundation for all operations within the Department. The plan will document the goals/objectives, operation methods, customer service activities, policies/ procedures, and resource requirements for each section within the Department. Performance outcomes and accountability measures will also be key components of the plan.

The Department intends to foster a new partnership among government, business, and labor that promotes commerce, employment, and growth in the State's private sector. We believe that it is vital to give the tax-paying businesses and workers of the State of Missouri the fullest measure of efficiency and effectiveness for each dollar invested in their government.

We appreciate this opportunity to provide an accounting of our performance.

Respectfully,

David D. Mitchem
Acting Director

Table of Contents

Department of Labor and Industrial Relations 1
Labor and Industrial Relations Commission 3
Division of Labor Standards 4
State Board of Mediation 8
Division of Workers' Compensation 12
Missouri Commission on Human Rights 19
Division of Employment Security 22

Nineteenth Annual Report
Fiscal Year Ending June 30, 1993

Department of Labor and Industrial Relations ..... (vacant), Director
3315 W. Truman Blvd., P.O. Box 504 — 314-751-4091
Jefferson City, MO 65102

Labor and Industrial Relations Commission ..... Henry Panethiere, Commission Chairman
3315 W. Truman Blvd., P.O. Box 599 — Philip M. Barry, Member
Jefferson City, MO 65102 — Lester L. Watkins, Member
314-751-2461 — Mary Lou Lanza, Secretary

Divisions of the Department

Division of Labor Standards ..... Colleen A. Baker, Director
3315 W. Truman Blvd., P.O. Box 449 — 314-751-3403
Jefferson City, MO 65102

State Board of Mediation ..... Francis Brady, Chairman
3315 W. Truman Blvd. — 314-751-3614
Jefferson City, MO 65101

Division of Workers' Compensation ..... Jo Ann Karll, Director
3315 W. Truman Blvd., P.O. Box 58 — 314-751-4231
Jefferson City, MO 65102

Missouri Commission on Human Rights ..... Alvin A. Plummer, Executive Director
3315 W. Truman Blvd., P.O. Box 1129 — 314-751-3325
Jefferson City, MO 65102

Division of Employment Security ..... Paul L. Rodgers, Director
421 E. Dunklin St., P.O. Box 59 — 314-751-3215
Jefferson City, MO 65104

Department of Labor & Industrial Relations

The Missouri Department of Labor and Industrial Relations was established by the Omnibus State Reorganization Act of 1974 for the purpose of assisting and encouraging economic stability in the state.

End-of-the-year reports indicate that the Department's six Divisions played important roles in helping carry out this mission.

The Division of Employment Security, for example, is required to administer the state's Unemployment Insurance Trust Fund and pay benefits to workers who become unemployed through no fault of their own. During FY 1992, the Division paid $533,829,183 to eligible workers on a timely basis.

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1993, 37,667 cases of improper payment were detected, resulting in establishment of $20,120,837 in overpayments for all benefit programs. The Benefit Payment Control Unit recovered $1,298,460 in cash restitution during fiscal year 1993.

In addition, the Division's Employment Service staff made 699,945 referrals to employers, and 87,690 of those referrals were hired.

The Division of Workers' Compensation continued providing a service to workers injured on the job. During the year, the Division received and processed 189,104 reports of injuries, a decrease from the 196,501 reports processed the previous year.

And, the Missouri Commission on Human Rights experienced a decreased caseload as the agency worked to combat discrimination in the state. Discrimination complaints declined from 1,615 in 1992 to 1,570 in 1993. Handicap discrimination complaints comprise 27.2% of all complaints received.

Missouri Department of Labor and Industrial Relations Administrative Fiscal Year 1993

Agency	Personal Service	Equipment & Expenditures	Program Specific	Total
Director & Staff	$ 123,871	$ 31,963		$ 155,834
Labor & Industrial Relations Commission	505,990	98,955		604,945
Governor's Committee on Employment of People with Disabilities	146,104	62,080		208,184
Board of Mediation	79,331	31,411		110,742
Commission on Human Rights	1,017,829	257,518		1,275,347
Labor Standards				
Administration	606,847	159,850		766,697
On-Site	259,810	154,880		414,690
M.S.H.A.	98,356	112,122	100,000	310,478
Subtotal	965,013	426,852	100,000	1,491,865
Workers' Compensation				
Administration	4,158,827	3,746,835		7,905,662
Second Injury Fund			30,000,000E	30,000,000E
Crime Victims Comp.			4,000,000E	4,000,000E
Subtotal	4,158,827	3,746,835	34,000,000	41,905,662
Employment Security				
Administration	48,836,838	12,163,162	4,000,000	65,000,000
Special E.S. Fund			3,851,554E	3,851,554E
JTPA Contracts		6,000,000E		6,000,000E
Federal Contracts (TRA)		2,000,000E		2,000,000E
Subtotal	48,836,838	20,163,162	7,851,554	76,851,554
Grand Totals	**$55,833,803**	**$24,818,776**	**$41,951,554**	**$122,604,133**

Office of the Director

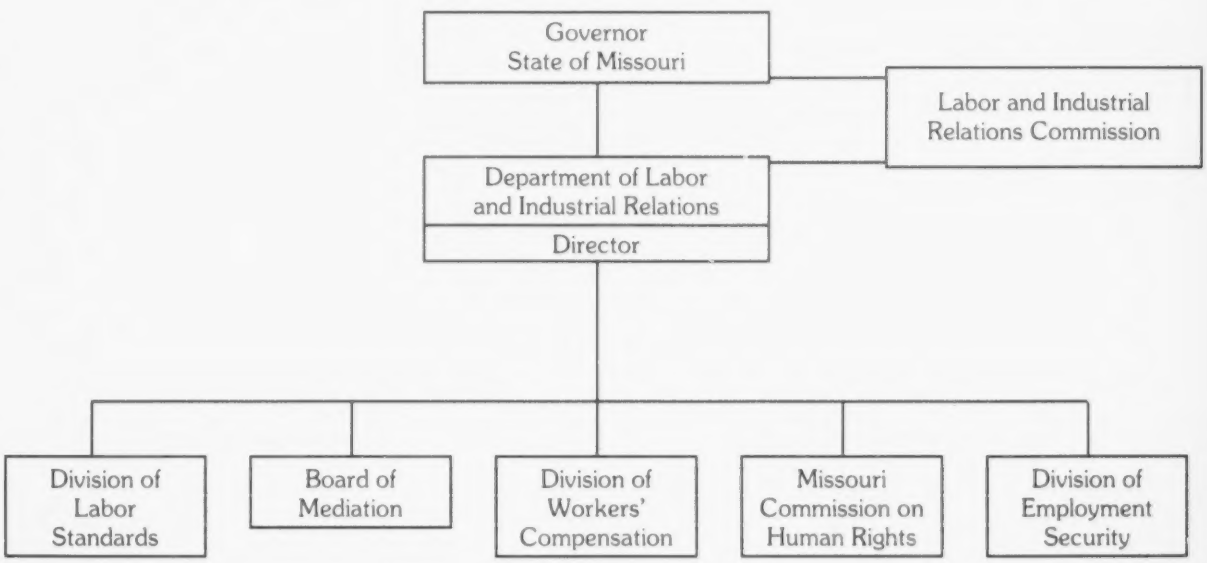
The Director's Office of the Department of Labor and Industrial Relations provides leadership and supervision in the areas of policy, operations, and interagency coordination/cooperation. The Director's Office promotes and maintains a focus on quality customer service and operational efficiency.

The Office functions as a catalyst for reinventing how services are provided to our customer (employers and workers). With a strong emphasis on planning, the Department's leadership encourages employees to take an active team role, as we strive to create an environment in which the citizens of Missouri are served with dignity and quality.

The Director's Office is placing a greater emphasis on accountability. Performance outcome measures are playing an increasingly important role in assessing the effectiveness of our service to the public and in designing improved service delivery systems.

The Department of Labor and Industrial Relations promotes the economic stability and advancement of employers and workers by:

- ★ matching employer job requirements with workers to increase employment;
- ★ collecting unemployment taxes (as mandated by federal statute) and paying benefits to workers who become unemployed through no fault of their own;
- ★ providing a mechanism by which workers may be compensated while recuperating from job related injuries;
- ★ providing administrative hearing and appeal processes by which disputes are resolved;
- ★ providing a central depository for claim/case information, as well as service delivery and labor market performance data;
- ★ mediating matters of majority representation and collective bargaining;
- ★ issuing wage rates for certain public workers and construction projects;
- ★ promoting safety in the workplace; and
- ★ promoting elimination of discrimination because of race, color, religion, national origin, ancestry, sex, age, and physical or mental handicap.



Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission is composed of three members appointed by the Governor with the advice and consent of the Senate.

One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee.

A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Duties

The commission reviews all appeals from decisions and awards in workers' compensation cases, unemployment compensation cases and victims of crimes compensation cases and hears objections to prevailing wage determinations at the highest administrative level.

In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

Appeals

Employment Security

	Fiscal Year		
	1993	1992	1991
Employee Benefit Appeals	4,653	3,248	2,624
Employer Contribution Appeals	91	47	144
Benefit Decisions Issued	166	346	329
Benefit Orders Issued	4,356	3,071	2,500
Contribution Decisions Issued	10	5	13
Contribution Orders Issued	78	51	116
Hearings and Oral Argument	7	15	17
Appeals to Circuit Court	128	105	94
Benefit Cases Pending June 30	812	602	673

Workers' Compensation

	Fiscal Year		
	1993	1992	1991
Applications for Review of Award of Administrative Law Judge	489	333	301
Motions for Modification of Award of Administrative Law Judge	70	81	69
Applications for Approval of Settlement	93	89	67
Awards Issued	201	218	130
Orders Issued	340	316	238
Oral Arguments Heard	42	73	31
Appeals to Circuit or Appellate Courts	102	96	68
Applications for Review on Hand June 30	153	49	95
Motions for Modification Pending June 30	10	20	29
Cases for Review Pending June 30	214	85	115

Prevailing Wage

	Fiscal Year		
	1993	1992	1991
Objections Filed	56	51	43
Objections Heard	28	1	3
Orders Issued	31	43	24
Final Determinations	11	1	3
Appeals to Court	2	0	1

Division of Labor Standards

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expenditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The division consists of two operating sections: (1) Wage & Hour Section, and (2) Inspection Section.

The Wage & Hour Section is responsible for the administration and/or enforcement of Missouri's wage and hours laws relating to child labor (Chapter 294, RSMo 1989), minimum wage and overtime (Section 290.500 to 290.530, RSMo 1990), prevailing wage (Sections 290.210 to 290.340, RSMo 1986), and wage, hours and dismissal rights (Section 290.010 to 290.140, RSMo 1978).

The Inspection Section is responsible for the administration of safety and health programs relating to mine and cave inspections (Chapter 293, RSMo 1978), mine safety and health training (Public Law 91-173 as amended by Public Law 95-164), on-site safety and health consultation (OSHA 7(c)(1) Consultation Program), licensure of theatrical booking agencies (Chapter 289, RSMo 1978), and serious accident investigations and industrial inspections (Section 291.010 to 291.150, RSMo 1986).

Child Labor & Theatrical Booking Agencies Productivity Statistics

Child Labor Inspections	5,537
Violations Identified	48
Work Certificates Checked	1,722
Complaints Received	15
Theatrical Booking Agencies Licensed	8

Missouri Mineral Production FY 1993

Kind of Mine	Tons Produced FY 1993	Tons Produced FY 1992
Clay	647,947	643,621
Coal	1,638,221	2,647,915
Copper	29,522	37,509
Iron	285,886	323,196
Lead	482,363	443,023
Zinc	85,490	85,449
Granite (Felsite)	436,218	432,328
Shale	970,218	1,041,397
Silica Sand	647,200	660,601

Concentrates — Lead-Zinc-Copper
Pellets — Iron

Clay FY 1993

Clay production in FY1993 showed an increase of 4,326 tons compared to FY1992.

Leading Clay Producers for FY 1993

Golden Cat Corporation	318,372
A.P. Green Refractories Co.	59,789
River Cement Co.	59,011
Langenberg Mining Co.	35,274

Operators . . . Tonnage

A. D. Willis & Son Co.	2
Alsey Refractories Co.	23,890
A. P. Green Refractories Co.	59,789
Arthur Dillon Co.	25,002
Dillon Clay Mining Co.	20,366
Forest Johnson Clay Co.	7,192
Harbison-Walker Refractories Co.	30,455
Kasten Clay Products	20,863
Langenberg Mining Co.	35,274
Golden Cat Corporation	318,372
River Cement Co.	59,011
Midland Brick Corp. of Mo.	18,974
Buel R. Mantle Estate	10,956
National Refractories, Inc.	7,775

10-Year Production Record

Year	Tons	Year	Tons
1984	729,138	1989	869,997
1985	810,323	1990	862,922
1986	653,804	1991	658,958
1987	682,499	1992	643,621
1988	717,689	1993	647,947

Coal FY 1993

Coal production in FY 1993 decreased 1,008,974 tons when compared to FY 1992.

Leading Coal Producers for FY 1993

Associated Electric Corp., Inc.	1,341,449
Resource Recovery, Inc.	155,865
Bates County Mines	98,675

Operators . . . Tonnage	
Associated Electric Corp., Inc.	1,341,449
Resource Recovery Inc.	155,865
Caylor Construction Co.	8,333
*Bates County Mine	98,675
Alternate Fuels, Inc.	33,899

*Formerly Hi Tech Mining

10-Year Production Record

Year	Tons	Year	Tons
1984	5,752,206	1989	3,629,806
1985	6,634,174	*1990	3,107,262
1986	4,773,784	1991	2,217,362
1987	4,248,124	1992	2,647,915
1988	4,201,668	1993	1,638,221

*Estimated tons

Production by County

County	Tons
Randolph	1,341,449
Vernon	42,232
Ralls	155,865
Bates	98,675

Iron FY 1993

Iron production decreased 37,310 tons during FY 1993 compared to FY 1992.

Operator . . . Tonnage

Pea Ridge Iron Ore Co.	285,886

10-Year Production Record

Year	Tons	Year	Tons
1984	1,420,395	1989	1,041,298
1985	1,104,638	1990	1,109,961
1986	1,248,768	1991	613,171
1987	787,411	1992	323,196
1988	898,400	1993	285,886

Lead, Zinc, Copper FY 1993

Lead production in Missouri for FY 1993 decreased 33,442 tons when compared to FY 1992. Zinc increased 41 tons compared to FY 1992. Copper production decreased 7,987 tons compared to FY 1992.

Operators	Lead	Zinc	Copper
The Doe Run Co.	188,677	40,720	25,636
Cominco Metals, Inc.	68,074	12,841	3,886
Asarco, Inc.	152,830	31,929	

10-Year Production Record

Year	Lead Tons	Zinc Tons	Copper Tons
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030
1986	551,904	97,043	58,105
1987	428,673	75,187	66,385
1988	431,585	70,417	64,753
1989	531,947	100,002	97,276
1990	534,074	99,106	61,903
1991	522,438	91,964	53,112
1992	443,023	85,449	37,509
1993	409,581	85,490	29,522

Silica Sand FY 1993

The FY 1993 production of Silica Sand decreased 13,401 tons compared to FY 1992.

Operators . . . Tonnage

U. S. Silica	372,324
River Cement Co.	104,295
Unimin Corp.	170,581

10-Year Production Record

Year	Tons	Year	Tons
1984	655,667	1989	1,040,820
1985	669,883	1990	797,529
1986	596,592	1991	766,597
1987	697,972	1992	660,601
1988	819,651	1993	647,200

Granite FY 1993

Operators . . . Tonnage

*ISP Minerals	410,297
Missouri Red Quarries, Inc.	26,118

*Formerly GAF Chemical Corp.

Shale FY 1993

Shale production for FY 1993 increased 71,179 tons compared to FY 1992.

Operators . . . Tonnage

Buildex, Inc.	112,572
Ceramo Co.	7,870
Continental Cement Co.	39,580
Holnam, Inc.	745,099
Midland Brick Corp. of MO	65,098

10-Year Production Record

Year	Tons	Year	Tons
1984	875,515	1989	1,040,820
1985	909,142	1990	1,010,369
1986	948,055	1991	977,584
1987	1,069,964	1992	1,041,397
1988	1,018,370	1993	970,218

Caves

An Act of the 63rd General Assembly authorized and directed inspection of all Caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such Caves before they may be opened to the public and to file complete and true map plans of such Caves.

Section 293.620 RSMo requires the Inspection Section to inspect such Caves at least once a year. The annual inspection fee is thirty-five dollars ($35).

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville
Boone	Boone Cave	Columbia
Camden	Ozark Caverns	Osage Beach
	Bridal Cave	Camdenton
Carter	Cave Spring Onyx Caverns	Van Buren
Crawford	Cathederal Cave	Leasburg
	Onondaga Cave	Leasburg
Douglas	Honey Branch Cave	Sparta
Franklin	Fisher's Cave	Sullivan
	Meramec Caverns	Stanton
Greene	Crystal Cave	Springfield
	Fantastic Caverns	Springfield
McDonald	Ozark Wonder Cave	Noel
	Bluff Dweller's Cave	Noel
Marion	Cameron Cave	Hannibal
	Mark Twain Cave	Hannibal
Miller	Fantasy World Cavern	Osage Beach
Morgan	Jacob's Cave	Versailles
Pulaski	Onyx Mountain Caverns, Inc.	Newberg
	Ozark Spring Cave	Richland
St. Francois	Bonne Terre Cave	Bonne Terre
Shannon	Round Spring Cave	Round Spring
	Devil's Well Cave	Van Buren
Stone	Talking Rock Cave	Silver Dollar City
	Marvel Cave	Silver Dollar City

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1992 to June 30, 1993, training was provided for 4,000 miners.

Services

In addition to safety training, the State Mine Safety Training Section provides a variety of other services to the mining industry. The instructors will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety training plans, assistance is provided to the companies in writing adequate ones. The instructors also provide mine rescue training to the mines having rescue teams. On Site Safety Consultation is also available to Missouri's mine operators, upon request.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training, and continue to utilize this service.

Missouri Safety and Health Consultation Service

The MSHCS was created in 1979 to assist employers in complying with federal OSHA regulations. Since then, 3,824 business owners have taken advantage of this unique opportunity to reduce injuries and illnesses in the workplace.

This program is a strictly confidential consultative service to the Missouri business community with no fines, fees, or penalties.

Upon receiving a request for consultation from an employer a consultant visits the worksite and checks for safety hazards, compliance with OSHA, NEC, and NFPA standards. A confidential report is then written to the employer listing problems found and recommendations for the elimination of these problems.

The Occupational Health Section of the Missouri Safety and Health Consultation Service deals with occupational health hazards such as noise, air contaminants, ventilation problems, erogonomics and hazard communications. Industrial hygienists identify and evaluate hazards at the workplace. A report is sent to the employer detailing these findings along with economically feasible recommendations for controlling hazards.

OSHA Inspection Exemptions

Employers who eliminate all identified safety and health problems and have, or are willing to start an effective safety program are eligible for an exemption from routine OSHA inspections.

To be eligible an employer must:

1) Have a fixed establishment which employs 250 employees or less at that location and less than 500 companywide.
2) Accept a complete safety and health audit.
3) Post notice of participation in this exemption program.
4) Abate all hazards identified during the audit.
5) Have an effective safety and health program.

All consultants receive ongoing training to stay updated on the latest state of the art in occupational safety and health. In the coming year special emphasis is being placed on increasing the number of employers given an exemption.

Prevailing Wage Section

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie within the responsibility of the Prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and the Annual General Wage Order for the Highway and Transportation Commission. Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission in support of wage determinations or the wage order and resolution of any objections against same.

Construction Wage surveys are conducted on an ongoing basis throughout the year to establish the prevailing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, on-site inspections are performed to assure compliance with the prevailing wage scales and to investigate workers' complaints. During the past two fiscal years, this Section's performance statistics were as follows:

Summary Prevailing Wage Statistics

	FY 1992	FY 1993
1. Determinations issued	3,447	3,745
2. Amended Wage Determinations	140	247
3. Modifications to Wage Determinations	179	40
4. Inspections and/or visits to public bodies	8,158	6,972
5. Objections filed	49	63
6. Violations	103	81
7. Wages and Penalties Assessed	$495,037.91	$336,383.32
8. Workmen Effected by (7)	690	479

Number of Wage Determinations

State Board of Mediation

The State Board of Mediation is a quasi-judicial board created by an act of the General Assembly in 1947 through the enactment of Chapter 295. The Board was established to mediate labor disputes occurring in public utilities and to aid the utility employer and its union employees in their collective bargaining negotiations so that labor disputes in public utilities could be peacefully settled without strikes or lockouts. Provisions of Section 295.180 were held to be in conflict with federal law and, to that extent, invalid under the Supremacy clause of the U.S. Constitution.

The five member Board, appointed by the Governor, consists of two members who are employers of labor or selected from an association representing employers of labor, and two members holding membership in a bona fide trade or labor union. The fifth member is neither an employee nor an employer of labor and serves as full-time chairman and administrator of the agency.

Public Sector Labor Law

In 1967, the Missouri legislature enacted the Public Sector Labor Law. This law covers certain public employees in Missouri. Under Missouri statute and case law, public employees have the right to join a union, however, they have no right to strike or to enforce any agreement which they may reach with the public employer.

The act provides that public bodies or their designated representative shall meet, confer and discuss proposals relative to conditions of employment with the labor or employee organization which is the exclusive bargaining representative. The Board is statutorily charged with the responsibility of determining an appropriate unit of employees based on whether or not they share a community of interest and to determine majority status by conducting an election.

The Board has no authority to process unfair labor practices. An appeal from a decision of the Board may be taken to the circuit court. The administrative rules for processing a petition were promulgated in 1976 and can be found at 8 CSR 40-1.010 to 40-2.180.

Resolutions/State Agencies

During 1992-93, the State of Missouri engaged in meet and confer sessions with the unions representing state workers. Copies of the completed agreements were filed with the State Board of Mediation.

1. Department of Highway & Transportation and International Union of Operating Engineers, Local 2. Approximately 2,800 employees. Term: July 1, 1992 to June 30, 1995.

FY 93 Representation Cases

RD 93-001 ***Gerald Betz v. Little Blue Valley Sewer District and Service Employees International Union, Local 96***
Cross Reference R 87-004

Gerald Betz filed a petition to decertify SEIU, Local 96 as the exclusive representative for 45 clerical and maintenance employees at the Little Blue Valley Sewer Treatment Plant at the Atherton and East 78 Highway locations. The parties entered into a stipulation agreement and the election was conducted on 9-29-92. The union did not receive a majority of the votes cast and was decertified on 10-14-92.

R 93-002 ***International Association of Fire Fighters, Local 2665, AFL-CIO v. Meramec Ambulance District***

The Board received a petition from IAFF to represent 11 EMT's and EMT-paramedics at the Meramec Ambulance District. IAFF and the District entered into a consent election agreement and an election was conducted. IAFF was certified as the exclusive bargaining representative on 9-22-92.

R 93-003 ***International Association of Fire Fighters, Local 3410 v. St. Peters Fire Protection District***

Petitioner, IAFF, Local 3410, filed a petition to represent 22 fire fighters employed by the St. Peters Fire Protection District. The parties entered into a consent election agreement on 10-26-92. The election was conducted in November. IAFF did not receive a majority of the votes cast and the Board issued a certification of no representation on 11-30-92.

AC 93-004 ***Service Employees International Union, Local 96 v. City of Independence, Rock Creek Treatment Plant***
Cross Reference AC 92-002, AC 89-020, R 86-025

The Board received a joint petition for amendment of the bargaining unit language to include the classification of Water Quality Technician to the existing bargaining unit. The amendment was approved and the certification amended on 11-23-92.

R 93-005 ***Service Employees International Union, Local 50 v. City of Owensville***

SEIU, Local 50 filed a petition to represent 10 public works employees employed by the City of Owensville. The parties entered into a consent election agreement on 11-23-92 and the election was held 12-15-92. The union received a majority of the votes cast and was certified as the exclusive bargaining representative on 12-31-92.

R 93-006 ***International Association of Machinists and Aerospace Workers, District 71 v. City of Lee's Summit***

Petitioner, IAMAW, District 71, filed a petition to represent 7 meter readers employed by the City of Lee's Summit. A consent election agreement was reached on 12-17-92 and the election was conducted on 1-11-93. IAMAW, District 71 was certified as the exclusive bargaining representative on 1-26-93.

R 93-007A ***International Association of Machinists and Aerospace Workers, District 71 v. City of Lee's Summit***

Cross Reference R 93-007B

The Board received a petition from IAMAW, District 71 to represent 5 maintenance employees and 7 cemetery and building maintenance employees employed by the City of Lee's Summit. IAMAW originally requested two separate units. The Board split the case into two separate cases and held separate elections. The parties entered into a consent election agreement for the 5 maintenance employees and an election was conducted on 1-11-93. IAMAW, District 71 received a majority of the votes cast and was certified as the exclusive representative on 1-26-93.

R 93-007B ***International Association of Machinists and Aerospace Workers, District 71 v. City of Lee's Summit***

Cross Reference R 93-007A

The Board received a petition from IAMAW, District 71 to represent 5 maintenance employees and 7 cemetery and building maintenance employees employed by the City of Lee's Summit. IAMAW originally requested two separate units. The Board split the case into two separate cases and held separate elections. The parties entered into a consent election agreement for the 7 cemetery and building maintenance employees and an election was conducted on 1-11-93. IAMAW, District 71 received a majority of the votes cast and was certified as the exclusive representative on 1-26-93.

R 93-008 ***Service Employees International Union, Local 50 v. St. Charles County Humane and Environmental Services Department***

SEIU, Local 50 petitioned the board to represent certain employees in the Animal Control unit (5 employees) and the Environmental unit (4 employees) at the St. Charles County Humane & Environmental Services Department. Disputed issues resulted in a hearing. The two issues before the Board were: 1) the appropriateness of the bargaining unit; and, 2) the supervisory status of the recycling center director. In its decision dated 4-13-93, the Board stated that the employees in the Animal Control unit did not share a community of interest with the employees in the Environment unit and directed that two separate bargaining units were appropriate. The Board also found that the recycling center director was not a true supervisor and was included in the Environmental bargaining unit. An election was conducted for each bargaining unit on 6-1-93. SEIU, Local 50 received a majority of the votes cast in the Animal Control unit and was certified as the exclusive representative on 6-15-93. They were unsuccessful in the Environmental unit and were not certified to represent the employees in that unit.

R 93-009 ***United Paperworkers International Union, Local 50205 v. City of Hannibal, Street Department***

The Board received a petition from United Paperworkers International Union, Local 50205 to represent 17 employees in the Public Works Department in the City of Hannibal. The parties entered into a consent election agreement and the union was certified to represent the employees on 3-1-93.

AC 93-010 ***Service Employees International Union, Local 96 v. City of Independence, Rock Creek Treatment Plant***

Cross Reference AC 93-004, AC 92-002, AC 89-020, R 86-025

SEIU, Local 50 and the City of Independence filed a joint petition to amend the bargaining unit language of a previously certified unit to include the classification of Treatment Plant Incinerator Operator. The amendment was approved and the certification was amended on 12-31-92.

R 93-011 ***International Union of Operating Engineers, Local 148 v. Jefferson County 911 Dispatch***

IUOE, Local 148 filed a petition to represent 28 telecommunicators employed by the Jefferson County 911 Dispatch office. The parties agreed to a consent election and it was held on 3-31-93. The union was certified to represent the employees of Jefferson County 911 Dispatch on 4-15-93.

R 93-012 ***Teamsters, Local 610 v. Normandy School District***

Petitioner, Teamsters, Local 610, filed a petition to represent 47 food service employees of the Normandy School District. The parties entered into a consent election agreement on 2-9-93. The Board conducted the election and certified the union as the exclusive bargaining representative on 4-5-93.

UC 93-013 ***International Association of Machinists and Aerospace Workers, District 71 v. City of Lee's Summit***

A petition was filed in March, 1993 to clarify the bargaining unit of a voluntarily recognized unit. The Board received a joint stipulation agreement on 4-8-93 from the parties agreeing to include the classification of Inventory Control Clerk. The Board dismissed the petition on 4-9-93.

R 93-014 ***Missouri Educational Workers, Local 1 v. Central Missouri State University and Sheet Metal Workers, Local 2***

Cross Reference R 83-001

The Board received a petition from Missouri Educational Workers, Local 1 during the open-window period for filing by another union. Sheet Metal Workers, Local 2 was the incumbent union. Local 1 desired to represent 193 service employees working at Central Missouri State University. The parties entered into a consent election agreement and an election was conducted on 6-10-93. Missouri Educational Workers, Local 1 received the majority of the votes cast over Sheet Metal Workers, Local 2 and on 6-24-93, Local 1 was certified as the new bargaining representative.

RD 93-015 ***Rhonda Newman v. City of Owensville and Service Employees International Union, Local 50***
Cross Reference RD 93-022 and R 93-005

An individual filed a petition to decertify SEIU, Local 50 as the bargaining representative for dispatchers employed by the City of Owensville. In its investigation, the Board found that one year had not lapsed from the date of the original certification and the petition was dismissed as untimely filed on 4-12-93.

R 93-016 ***United Association of Pipefitters v. City of St. Louis, Lambert Airport and International Union of Operating Engineers, Local 2***

The Board received a petition from the pipefitters to represent 40 maintenance employees at the Lambert Airport facility in St. Louis. In correspondence from IUOE, Local 2, they stated that IUOE had represented these employees for over 30 years and requested the petition be held in abeyance until the AFL-CIO could resolve the inner conflict between the unions. The Board granted the request. On 5-28-93, the Board received a verbal request from the United Association of Pipefitters to dismiss the petition and said request was granted.

AC 93-017 ***United Wastewater Workers Association v. Metropolitan St. Louis Sewer District***
Cross Reference R 92-013 and 68-017

The United Wastewater Workers Association filed a petition to amend the certification to reflect their affiliation with Service Employees International Union. After an investigation to ensure all criteria for affiliation had been met, the Board issued an amended certification on 5-26-93 reflecting the affiliation and their new name, United Wastewater Workers Division, Local 50, SEIU.

RD 93-018 ***Christine L. Ownby v. Parkway School District and PA-ESP, Local 902, MNEA***
Cross Reference R 88-025

An individual filed a petition to decertify MNEA as the exclusive bargaining representative for approximately 258 secretaries at the Parkway School District. The petition was dismissed as untimely filed on 5-4-93. MNEA and the district have a valid contract until 1994.

R 93-019 ***Teamsters, Local 541 v. Liberty Public Schools***

The Board received a petition from Teamsters, Local 541 to represent 31 custodians at the Liberty Public Schools. The parties entered into a consent election agreement and an election was held at 6-18-93. The union received a majority of the votes cast and was certified as the exclusive bargaining representative on 7-2-93.

R 93-020 ***Teamsters, Local 610 v. Normandy School District***

Teamsters, Local 610 filed a petition seeking to represent 11 food service employees of the Normandy School District. The parties agreed to a consent election and the election was held on 6-23-93. Teamsters, Local 610 was certified as the exclusive representative on 7-9-93.

R 93-021 ***Excelsior Springs Education Support Personnel Association, MNEA/NEA v. Excelsior Springs School District***

Petitioner, MNEA, filed a petition to represent approximately 65 secretaries, maintenance workers and aides at the Excelsior Springs School District. The school district granted voluntary recognition to MNEA and MNEA withdrew their petition. The Board issued an order of dismissal on 5-25-93.

RD 93-022 ***Rhonda Newman v. City of Owensville and Service Employees International Union, Local 50***
Cross Reference RD 93-015, R 93-005

An individual filed another petition to decertify SEIU, Local 50 as the bargaining representative for dispatchers employed by the City of Owensville. The Board once again ruled that one year had not lapsed from the date of the original certification and the petition was dismissed as untimely filed on 5-13-93.

R 93-023 ***International Union of Operating Engineers, Local 2 v. Metropolitan St. Louis Sewer District and United Wastewater Workers Division, Local 50 SEIU***
Cross Reference AC 93-017, R 92-013, R 68-017

Operating Engineers, Local 2 filed a petition seeking to represent approximately 170 treatment plant operators and maintenance employees at the Metropolitan St. Louis Sewer District. Petitioner did not meet the 30% showing of interest and the Board dismissed the petition on 6-7-93.

M 93-024 ***AFSCME, Local 410 v. Metropolitan St. Louis Sewer District***

AFSCME requested mediation services from the Board of Mediation. Several conferences between labor and management were held and the Board assisted Federal Mediation and Conciliation Service in scheduling training for the sewer district to facilitate establishing a labor-management committee for their facility. The first training session is scheduled for September 9, 1993.

RD 93-025 ***Patty Delbruegge v. Public Water Supply District No. 2 of Jefferson County and Service Employees International Union, Local 50***
Cross Reference R 92-012

The Board received a petition for decertification from an individual. SEIU, Local 50 represented 8 public works employees at the water district. The parties entered into a consent election agreement. On 7-13-93, the Board received a disclaimer from SEIU, Local 50 stating they no longer had an interest in representing the employees at Public Water Supply District No. 2 of Jefferson County. The certification for SEIU was revoked on 7-13-93.

M 93-026 ***Amalgamated Transit Workers, Local 788 v. Bi-State Development Agency***

The Board received a request for mediation services from Local 788. After several preliminary conversations, the union withdrew their request in anticipation of meeting at the bargaining table with management.

R 93-027 ***Service Employees International Union, Local 50 v. Monroe County Nursing Home District d/b/a Monroe Manor***

Cross Reference R 91-016

Service Employees International Union, Local 50 filed a petition to represent 72 service & maintenance and technical employees at Monroe Manor. The parties entered into a consent election agreement and the election was conducted on 7-7-93. The union was selected as the exclusive representative and was certified on 7-22-93.

RD 93-028 ***Paul E. Sims v. City of St. Louis, Department of Public Safety, Building Division and AFSCME, Local 410***

Cross Reference R 79-053

An individual employed by the City of St. Louis, Department of Public Safety in the Building Division, and a member of the bargaining unit, filed a petition to decertify the incumbent union, AFSCME, Local 410. Local 410 represented approximately 78 building inspectors and trainees in the Building Division. An election was conducted on 8-31-93 and employees voted to decertify AFSCME, Local 410. The certification of no representation was issued on 9-16-93.

R 93-029 ***Grandview Federation of Support Personnel, MFT v. Consolidated School District #4***

Missouri Federation of Teachers filed a petition to represent 42 service & maintenance employees at the Grandview School District. The parties entered into a consent election agreement on 8-5-93. The election was conducted and MFT was certified on 9-28-93.

FY 92 Cases Active in FY 93

R 92-020 ***AFSCME, Missouri State Council 72 v. Department of Public Safety, Missouri Veterans Commission***

AFSCME, Missouri State Council 72 filed a petition to represent 193 service & maintenance, nurses and laborers employed by the Missouri Veterans Commission. A hearing was scheduled to determine the appropriateness of the bargaining unit, but the parties were able to reach a consent agreement. The union was certified as the exclusive representative on 10-27-92.

Pre-Filing Assistance

As part of the services offered to the public, the Board of Mediation offers pre-filing assistance to any party wishing to file a petition. The Board is available to answer questions concerning the certification process; and parties may request petition forms and Law and Regulations booklets. During FY 93, 57% of the pre-filing assistance resulted in petitions filed.

Notices to Mediation Agencies

Notices of proposed terminations or modifications of existing collective bargaining contracts are required to be filed with the State Board of Mediation pursuant to Section 295.100 RSMo 1986. Original notices are filed with the Federal Mediation and Conciliation Service. In FY 93, the State Board of Mediation received 1,860 Notices to Mediation Services.

Division of Workers' Compensation

The Division of Workers' Compensation is charged with the administration of the Missouri Workers' Compensation Law which has been in effect since November 2, 1926. It has as its jurisdiction the entire state and its primary function is the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office located in Jefferson City, there are offices in St. Joseph, Kansas City, Joplin, Springfield, Jefferson City, Cape Girardeau, St. Charles and St. Louis. In addition, administrative law judges and legal advisors hold hearings and conferences in 38 other locations outside of branch office jurisdictions.

The administrative officer of the Division is the director who chooses the personnel, assigns the work and generally directs the affairs of the Division. She is assisted in her administrative duties by chief administrative law judges assigned to each branch office.

The hearing staff of the Division is currently made up of 20 administrative law judges, who are assisted by 12 legal advisors.

Work Volume

The division recorded a decrease in 1992 in both injury reports and formal claims filed. The ratio of claims filed to reports of injuries received in 1992 was 12 percent, the same recorded in 1991. In 1992, the Division of Workers' Compensation:

- ★ Received and processed 189,104 reports of injuries;
- ★ Filed and processed 23,279 claims for compensation;
- ★ Set 90,000 cases for hearing or conference (est.);
- ★ Conducted 1,025 formal hearings (est.);
- ★ Made 1,020 awards;
- ★ Approved 30,315 compromise settlements;
- ★ Dismissed 5,848 claims for compensation;
- ★ And, filed 125,480 forms of acceptance of law and withdrawals of acceptances.

Coverage

Workers' Compensation originally was elective for all employers. The law was changed in 1978 to make coverage mandatory for all employers with more than four employees (unless a hazardous occupation is involved).

During 1992, there were 125,408 filings for memorandum of insurance coverage, a decrease over the 127,906 filings in 1991.

Second Injury Fund

In 1943, the Workers' Compensation Law was amended to benefit the physically handicapped and/or those with a previous disability. This amendment also helped the employer by limiting liability of the employer to only the subsequent injuries that result in permanent total disabilities.

When an employee was reinjured, with the combined effect of both injuries resulting in permanent total disability, the employer at the time of the last injury is liable only for the compensation for that injury. The remaining compensation due would be paid from the Second Injury Fund.

Potential liability for the fund was expanded in 1955 to include any permanent partial disability compounded by a subsequent injury without restriction as to type or extent.

During 1992, there was a total of 130 permanently and totally disabled workers receiving payments from the fund; during 1991 there were 105 on the roster. The total paid in this category for the year was $1,559,090.70.

The liability of the fund for compounded permanent partial disability, the results of subsequent injuries, totaled $19,808,629.33 in 1992, with payments going to 5,861 individuals.

Physical rehabilitation payments from the fund during 1992 totaled $100,146.05 in 148 cases.

Payments made under the medical and death section amounted to $283,931.11 for 62 cases during 1992.

Attorney General defense expenses were $2,526,546.65.

Total paid from the fund during 1992 for all benefits was $24,278,343.84.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through Dec. 31, 1992, was $155,197,855.16.

Physical Rehabilitation

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law. This amendment, effective Oct. 9, 1951, provides for physical rehabilitation of the seriously injured worker at the expense of the employer and insurer and the payment of additional benefits from the Second Injury Fund during rehabilitation.

Physical rehabilitation is designed for restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman . . ."

This specialized medical attention may be provided only by doctors and hospitals certified by the Division

of Workers' Compensation if the injured worker is to receive additional benefits from the Second Injury Fund.

The period of rehabilitation is limited to 20 weeks unless the division determines it should be extended.

During 1992, the division approved agreements in 133 physical rehabilitation cases, increasing the total rehabilitation cases to 8,286 since the law was amended.

Crime Victims

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law as set forth in Chapter 595 RSMo and 8CSR50-6.010, Labor Regulations of Missouri. This original legislation was enacted in 1981 to assist victims of violent crimes who have suffered physical injury as a direct result of a crime or, in the case of the death of the victim, a dependent. Benefits are limited to a total of $10,000.00 payable for medical costs, wage loss and certain miscellaneous expenses incurred by or for the victim on his/her behalf. In death cases, funeral expenses can be considered up to $2,000.00 and dependent survivors may receive compensation for loss of support.

Funding for the program is derived from court costs and judgments. A fee of five dollars is assessed as costs in each court proceeding filed in any court in the state for violation of a criminal law of the state, including an infraction and violation of a municipal or county ordinance; except that no such fee shall be collected for violation of any provision of chapter 252, RSMo, or any rules or regulations adopted under chapter 252, RSMo, for any nonmoving traffic violations, except violation of weight limit and safety laws, and no such fee shall be collected in any proceeding in any court when the proceeding or the defendant has been dismissed by the court or when costs are to be paid by the state, county, or municipality on behalf of an indigent defendant. In addition, the court will enter a judgment of sixty-eight dollars if the conviction is for a class A or B felony; forty-six dollars if the conviction is for a class C or D felony; and ten dollars if the conviction is for certain misdemeanors.

To be eligible for compensation:

- ★ the crime must have occurred in Missouri or the victim must be a Missouri resident injured in a state without a comparable compensation program;
- ★ the victim must have sustained physical and/or psychological injury, or death as a result of the incident, a reasonable attempt to prevent a crime, or an effort to apprehend an individual suspected of committing a crime;
- ★ There must have been the application of force or violence or the threat of force or violence by the offender upon the victim;
- ★ the incident must have been reported to the proper law enforcement agency within forty-eight hours of the incident;
- ★ the victim or claimant must cooperate with the law enforcement agency and prosecutor during the investigation and prosecution;
- ★ the claim must be filed within one year of the incident; and
- ★ the victim must have suffered an out of pocket loss of at least $50.00 for medical expenses or have lost two continuous weeks of earnings.

Crime Victim Compensation

Fiscal Year	New Applications	Compensation Payments	Awards	Denials
83	192	30,894.95	10	35
84	446	602,431.83	179	126
85	570	1,091,108.63	320	287
86	666	1,160,773.08	331	182
87	848	1,712,357.76	471	302
88	857	1,832,110.98	539	278
89	844	2,029,794.33	527	334
90	1,132	2,131,180.74	575	397
91	1,372	3,218,314.45	789	358
92	1,971	3,454,634.92	1,022	879
93	2,036	4,504,422.99	1,182	828

Workers' Safety Program

The Missouri Workers' Safety Program was established with the passage of House Bill 975 in 1992. House Bill 975 directed the Missouri Workers' Safety Program to assist Missouri businesses in establishing safe and healthful work places. Employers requesting assistance would receive on-site consultation that would evaluate hazards within that workplace. Consultation was also provided that helped employers manage their existing workers' compensation cost by establishing:

- ★ return to work programs
- ★ incentive programs
- ★ safety committees
- ★ preferred care providers
- ★ job site evaluations

To date the Missouri Workers' Safety Program has:

- ★ received 1,245 applications
- ★ abated health hazards at 887 companies

★ certified the safety and health programs of 326 companies

Companies that have achieved certification by the State of Missouri will be entitled to a 5 or 10 percent discount on their insurance premiums if they reduce their accidents and illness' by 50 or 100 percent respectively.

The passage of Senate Bill 251 has superseded the provisions of House Bill 975. Senate Bill 251 directs those insurance carriers writing workers' compensation insurance in the State of Missouri to provide comprehensive safety engineering and management services to the insureds that request it. It also calls for the establishment of a registry of certified safety professionals. The Missouri Workers' Safety Program will assist in these endeavors plus:

★ establish a resource library for employers and insurance carriers
★ assist insurance carriers in carrying out their directives under Senate Bill 251
★ investigate complaints
★ continue on-site consultation services for Missouri employers
★ assist employers in reducing their accidents and injuries and curtail the cost of workers' compensation insurance in the State of Missouri

Self-Insurance

Chapter 287-280 RSMo, and 8CSR50-3.010, Labor Regulations of Missouri, provides for an alternative to workers' compensation policies as employers may self-insure workers' compensation liability. Larger employers may apply to self-insure individually and mid size to smaller employers find group funds an alternative. Such individual employers or groups must satisfy the division of financial soundness, administrative ability, and post surety bonds or escrow-accounts, and excess insurance. Both alternative coverages saw unprecedented growth in 1992:

	12/31/91	12/31/92
Regular S.I. Employers	327	453
Employees Covered	454,645	512,114
Monthly Payroll	$1,309,447,322	$1,314,735,140
No. S.I. Groups	16	23
No. Employers	1,487	2,241
No. Covered Employees	134,865	175,172
Monthly Payroll	$229,149,254	$287,630,982
S.I. % of total premium	26.9%	39.2%
No. reg. apps. processed in a year	61	176
No. of new groups in a year	6	7

The division was curator of security in the sum of $137,989,460, as of 12/31/92, an increase from the $100,638,584 at the close of 1991. During 1992, the *Missouri Private Sector Individual Self-Insurers Guaranty Corporation* was established to provide an additional measure of security for employees of those self-insured employers and a procedure for processing claim payments, if needed.

The annual payments by all self-insured in 1992 was $6,868,267 in Workers' Compensation tax and $10,658,404, Second Injury Fund surcharge.

Accidents and Diseases by Severity for 1992

Industry	Fatalities	Disabling Cases	Medical Treatment and First Aid	Others	Total
Agriculture	2	568	1,030	4	1,604
Mining	1	115	336	1	453
Contract Construction	14	4,142	6,844	36	11,036
Manufacturing	14	12,205	38,460	279	50,958
Transp. & Public Utilities	20	4,884	8,973	127	14,004
Trade	17	11,481	24,870	151	36,519
Finance, Insurance, Real Estate	2	996	2,782	23	3,803
Services	16	14,167	32,443	224	46,850
Public Administration	7	3,133	8,001	74	11,215
Others	1	726	2,257	15	2,999
Total	94	52,417	125,996	934	179,441

Cost by Industry and Type of Disability for 1992

Industry	Compensation	Medical	Total
Agriculture	$ 732,865.33	1,164,235.78	1,897,101.11
Temporary Total	243,712.43	855,429.85	1,099,142.28
Permanent Partial	489,120.62	308,443.93	797,564.55
*Other	32.28	362.00	394.28
Mining	251,887.33	425,818.57	677,705.90
Temporary Total	144,492.17	391,326.28	535,818.45
Permanent Partial	107,395.16	33,992.29	141,387.45
*Other	0.00	500.00	500.00
Contract Construction	9,197,193.78	11,516,982.06	20,714,175.84
Temporary Total	4,151,895.96	8,905,184.12	13,057,080.08
Permanent Partial	5,030,649.62	2,585,193.16	7,615,842.78
*Other	14,648.20	26,604.78	41,252.98
Manufacturing	20,501,892.93	31,869,378.73	52,371,271.66
Temporary Total	8,150,882.15	23,853,415.00	32,004,297.15
Permanent Partial	12,341,139.85	7,958,215.71	20,299,355.56
*Other	9,870.93	57,748.02	67,618.95
Transportation	9,350,761.15	11,688,351.76	21,039,112.91
Temporary Total	5,043,464.63	9,574,078.06	14,617,542.69
Permanent Partial	4,239,614.33	2,090,479.54	6,330,093.87
*Other	67,682.19	23,794.16	91,476.35
Trade	12,477,784.38	22,232,707.14	34,710,491.52
Temporary Total	4,873,321.53	17,106,984.17	21,980,305.70
Permanent Partial	7,507,812.51	5,100,815.71	12,608,628.22
*Other	96,650.34	24,907.26	121,557.60
Finance, Insurance, Real Estate	1,318,686.37	2,121,060.49	3,439,746.86
Temporary Total	389,904.72	1,586,048.78	1,975,953.50
Permanent Partial	928,781.65	533,023.18	1,461,804.83
*Other	0.00	1,988.53	1,988.53
Services	13,189,608.27	23,325,291.06	36,514,899.33
Temporary Total	5,247,861.49	18,080,832.36	23,328,693.85
Permanent Partial	7,926,574.73	5,158,779.36	13,085,354.09
*Other	15,172.05	85,679.34	100,851.39
Public Administration	2,658,164.32	5,275,148.40	7,933,312.72
Temporary Total	1,460,453.58	4,455,267.55	5,915,721.13
Permanent Partial	1,195,811.30	770,405.67	1,966,216.97
*Other	1,899.44	49,475.18	51,374.62
All Others	1,492,723.15	2,693,104.06	4,185,827.21
Temporary Total	730,066.83	2,243,664.38	2,973,731.21
Permanent Partial	762,656.32	446,625.63	1,209,281.95
*Other	0.00	2,814.05	2,814.05
Grand Total	71,171,567.01	112,312,078.05	183,483,645.06
Temporary Total	30,436,055.49	87,052,230.55	117,488,286.04
Permanent Partial	40,529,556.09	24,985,974.18	65,515,530.27
*Other	205,955.43	273,873.32	479,828.75

**Other — Temporary Partial, Permanent Total, Fatalities and Records Unknown*

Severity of Injury by County for 1992

County	Total	Fatalities	Lost Workday	Medical	Unknown
Adair	852	1	273	573	5
Andrew	79	1	16	62	0
Atchison	82	0	33	49	0
Audrain	938	0	295	636	7
Barry	1,226	1	256	964	5
Barton	399	0	139	260	0
Bates	338	0	90	246	2
Benton	142	0	62	80	0
Bollinger	138	1	59	78	0
Boone	4,441	2	1,324	3,096	19
Buchanan	4,139	1	1,021	3,107	10
Butler	1,088	1	367	715	5
Caldwell	89	0	22	66	1
Callaway	1,272	1	346	911	14
Camden	786	0	306	471	9
Cape Girardeau	2,148	0	685	1,448	15
Carroll	190	0	48	142	0
Carter	77	0	30	47	0
Cass	999	0	276	719	4
Cedar	206	0	68	138	0
Chariton	160	0	40	120	0
Christian	545	0	180	363	2
Clark	63	0	14	49	0
Clay	6,068	1	1,214	4,845	8
Clinton	270	1	78	190	1
Cole	2,992	1	875	2,077	39
Cooper	597	1	109	484	3
Crawford	586	0	194	390	2
Dade	200	0	60	138	2
Dallas	176	0	72	102	2
Daviess	70	0	23	47	0
Dekalb	55	0	21	34	0
Dent	281	1	102	177	1
Douglas	191	0	74	117	0
Dunklin	523	0	168	354	1
Franklin	3,057	3	895	2,148	11
Gasconade	414	0	122	292	0
Gentry	191	0	48	143	0
Greene	9,008	0	2,571	6,401	36
Grundy	221	0	59	161	1
Harrison	141	0	40	99	2
Henry	575	0	133	442	0
Hickory	63	2	21	40	0
Holt	114	1	47	66	0
Howard	159	0	53	106	0
Howell	1,284	0	361	921	2
Iron	222	1	69	152	0
Jackson	26,292	19	7,001	19,183	89
Jasper	4,501	3	1,257	3,230	11
Jefferson	2,930	2	945	1,973	10
Johnson	747	0	229	512	6
Knox	40	0	14	26	0
Laclede	971	0	228	736	7
Lafayette	925	2	317	601	5
Lawrence	1,043	1	359	676	7
Lewis	173	0	31	141	1
Lincoln	418	0	140	277	1
Linn	378	0	104	274	0
Livingston	461	0	158	302	1
McDonald	487	0	104	382	1
Macon	501	0	114	385	2
Madison	158	0	57	101	0
Maries	106	0	34	72	0
Marion	975	1	251	722	1
Mercer	59	0	17	41	1
Miller	569	1	233	332	3
Mississippi	334	0	120	213	1
Moniteau	318	1	82	233	2
Monroe	317	0	69	247	1
Montgomery	243	2	96	144	1
Morgan	238	0	107	130	1
New Madrid	585	0	244	339	2
Newton	999	0	334	658	7
Nodaway	449	0	103	344	2
Oregon	87	0	33	54	0
Osage	254	0	92	161	1
Ozark	81	1	26	54	0
Pemiscot	572	0	198	372	2
Perry	1,083	1	339	739	4
Pettis	1,831	1	431	1,393	6
Phelps	970	1	372	589	8
Pike	351	0	108	242	1
Platte	638	0	178	453	7
Polk	323	0	107	214	2
Pulaski	448	0	146	299	3
Putnam	39	0	16	23	0
Ralls	97	0	26	71	0
Randolph	925	0	207	711	7
Ray	332	0	95	234	3
Reynolds	203	2	57	143	1
Ripley	182	0	82	99	1
St. Charles	5,028	3	1,501	3,507	17
St. Clair	125	0	30	94	1
Ste. Genevieve	349	0	130	219	0
St. Francois	1,466	0	478	983	5
St. Louis City	21,506	4	5,936	15,443	123
St. Louis County	34,672	11	10,580	23,827	254
Saline	831	1	254	573	3
Schuyler	25	0	7	18	0
Scotland	56	0	24	32	0
Scott	1,322	1	450	868	3
Shannon	125	0	53	72	0
Shelby	137	0	42	94	1
Stoddard	731	0	253	476	2
Stone	293	0	85	207	1
Sullivan	210	0	26	183	1
Taney	1,236	1	397	829	9
Texas	506	0	172	330	4
Vernon	547	0	157	385	5
Warren	581	1	200	378	2
Washington	334	1	96	232	5
Wayne	246	0	102	143	1
Webster	443	0	139	303	1
Worth	22	0	10	11	1
Wright	370	0	165	204	1
Out-of-State	4,165	11	1,599	2,533	22
Unknown	2,627	1	911	1,661	54
Total	179,441	94	52,417	125,996	934

Cost by Type of Disability of All Incidences

Type	Year	Number of Incidences	Compensation	Medical	Total
Accidental Injuries	1987	166,707	$199,696,751.04	$ N/A	$ N/A
	1988	173,150	214,124,364.71	N/A	N/A
	1989	181,192	219,322,655.89	N/A	N/A
	1990	181,686	209,544,042.18	164,191,703.98	373,735,746.16
	1991	177,749	166,279,765.27	154,306,465.33	320,586,230.60
	1992	168,804	67,517,841.63	106,846,910.05	174,364,751.68
*Temporary Disability	1987	145,191	$ 17,350,768.39	$ N/A	$ N/A
	1988	150,195	18,611,311.42	N/A	N/A
	1989	157,245	21,929,793.32	N/A	N/A
	1990	159,121	25,764,769.90	54,891,951.92	80,656,721.82
	1991	159,973	31,089,937.52	71,313,648.71	102,403,586.23
	1992	162,428	29,013,140.67	83,140,580.93	112,153,721.60
Permanent Disability	1987	21,421	$181,561,663.48	$ N/A	$ N/A
	1988	22,858	194,697,212.20	N/A	N/A
	1989	23,858	196,942,734.63	N/A	N/A
	1990	22,484	183,429,607.48	109,081,263.90	292,510,871.38
	1991	17,701	134,941,154.48	82,843,115.29	217,784,269.77
	1992	6,303	38,355,624.53	23,661,223.62	62,016,848.15
**Death	1987	95	$ 784,319.17	$ N/A	$ N/A
	1988	97	815,841.09	N/A	N/A
	1989	89	450,127.94	N/A	N/A
	1990	81	349,664.80	218,488.16	568,152.96
	1991	75	248,673.27	149,701.33	398,374.60
	1992	73	149,076.43	45,105.50	194,181.93
Occupational Diseases	1987	8,157	$ 7,830,506.89	$ N/A	$ N/A
	1988	8,715	8,797,481.52	N/A	N/A
	1989	9,656	11,048,862.29	N/A	N/A
	1990	10,153	10,590,762.86	7,631,320.87	18,222,083.73
	1991	10,567	8,313,830.75	7,568,662.55	15,882,493.30
	1992	9,940	3,653,725.38	5,465,168.00	9,118,893.38
*Temporary Disability	1987	7,333	$ 664,800.20	$ N/A	$ N/A
	1988	7,742	734,282.41	N/A	N/A
	1989	8,366	1,072,983.04	N/A	N/A
	1990	9,007	1,428,527.68	2,985,286.88	4,413,814.56
	1991	9,628	1,386,483.89	3,497,365.60	4,883,849.49
	1992	9,593	1,479,793.82	4,140,417.44	5,620,211.26
Permanent Disability	1987	802	$ 6,865,200.69	$ N/A	$ N/A
	1988	947	7,823,812.60	N/A	N/A
	1989	1,266	9,925,129.25	N/A	N/A
	1990	1,126	9,146,235.18	4,646,033.99	13,792,269.17
	1991	917	6,922,979.01	4,066,183.55	10,989,162.56
	1992	326	2,173,931.56	1,324,750.56	3,498,682.12
**Death	1987	22	$ 300,506.00	$ N/A	$ N/A
	1988	26	239,386.51	N/A	N/A
	1989	24	50,750.00	N/A	N/A
	1990	20	16,000.00	0.00	16,000.00
	1991	22	4,367.85	5,113.40	9,481.25
	1992	21	0.00	0.00	0.00

** Includes all cases where medical expense was incurred.*

*** Includes burial expenses.*

Cost by Type of Disability of All Incidences (continued)

Type	Year	Number of Incidences	Compensation	Medical	Total
Records Unknown	1987	824	$ 0.00	$ N/A	$ N/A
	1988	803	0.00	N/A	N/A
	1989	811	0.00	N/A	N/A
	1990	827	0.00	0.00	0.00
	1991	809	0.00	0.00	0.00
	1992	697	0.00	0.00	0.00
Total	1987	175,688	$207,527,257.93	$ N/A	$ N/A
	1988	182,668	222,921,846.23	N/A	N/A
	1989	191,659	230,371,518.18	N/A	N/A
	1990	192,666	220,134,805.04	171,823,024.85	391,957,829.89
	1991	189,125	174,593,596.02	161,875,127.88	336,468,723.90
	1992	179,441	71,171,567.01	112,312,078.05	183,483,645.06

* *Includes all cases where medical expense was incurred.* ** *Includes burial expenses.*

Reports of Injuries by Years Reported — 1926-1992

1926	690	1948	107,782	1971	101,155
1927	90,158	1949	91,167	1972	106,579
1928	93,442	1950	91,620	1973	113,992
1929	104,151	1951	96,259	1974	119,848
1930	93,452	1952	100,762	1975	112,530
1931	69,452	1953	98,713	1976	121,580
1932	50,759	1954	90,142	1977	131,127
1933	49,223	1955	89,436	1978	140,762
1934	53,013	1956	90,853	1979	157,158
1935	58,720	1957	82,342	1980	143,329
1936	76,868	1958	73,405	1981	80,172
1937	78,687	1959	81,230	1982	70,965
1938	57,321	1960	80,256	1983	75,484
1939	66,034	1961	76,079	1984	134,593
1940	71,299	1962	78,599	1985	152,847
1941	100,574	1963	81,035	1986	177,290
1942	116,928	1964	87,443	1987	182,628
1943	116,143	1965	89,285	1988	185,570
1944	112,939	1966	99,167	1989	193,188
1945	100,584	1967	100,635	1990	197,980
1946	101,846	1968	105,632	1991	196,501
1947	109,813	1969	104,035	1992	189,104
		1970	105,481		

Financing

The Missouri Division of Workers' Compensation receives no money from the state's General Revenue Fund. Administration of the state Workers' Compensation Law is financed by the state Workers' Compensation Fund. State law requires employers with five or more employees to purchase workers' compensation insurance. Employers finance the fund by paying an annual 2 percent tax on net compensation insurance premiums. Self-insurers' tax is based on a hypothetical premium. An additional surcharge, not to exceed 3 percent, is paid to finance the Second Injury Fund.

Missouri Commission on Human Rights

The commission was created by the 69th General Assembly in 1957 as a temporary agency. In 1959 the 70th General Assembly passed legislation making the Commission on Human Rights a permanent agency.

Currently the commission consists of 11 members and approximately 40 staff. Commission members are nominated by the Director of the Department of Labor and Industrial Relations, appointed by the Governor and confirmed by the Senate. The Governor appoints at least one member from each of Missouri's nine congressional districts, one member at large and one member as Chairperson. The commissioners serve for six years without compensation.

The commission's mission is to encourage fair treatment for, to foster mutual understanding and respect among and to discourage discrimination against any racial, ethnic, religious or other group protected by the Act, members of these groups or handicapped persons.

Under Chapter 213 RSMo 1986, the commission has the authority to seek to eliminate and prevent discrimination because of race, color, religion, national origin, ancestry, sex, physical or mental handicap or age (40 to 70 years, employment only). The classifications of housing, employment and public accommodations are the general areas under which complaints of alleged discrimination are filed.

During FY92, the Missouri Legislature voted to substantially change Chapter 213, RSMo. Among the major changes, the law covers families with children (in housing only), allows civil penalties to be assessed against violators of the law; makes the definition of handicap consistent with the American with Disabilities Act and corrects problems that local commissions had in enforcing their ordinances. The Governor signed the bill into law on July 6 and it became effective August 28, 1992.

For FY1993 race complaints comprised 28.2% of all complaints received. Handicap complaints are 23.1%; sex 22.6%; and age 12.1%.

Complaint and Enforcement Procedure

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission within 180 days from the date of the last act of alleged discrimination. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation. If the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission (sitting as the commission) or before a hearing examiner licensed to practice law in Missouri. The hearing examiner is appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General. In housing cases only, the parties have the right to make a decision whether to have their case decided at a public hearing or in circuit court. This "election" must be made within 20 days from the date the case is set for a hearing. All of Complainant's costs, including legal representation, will be borne by the Commission.

The objective of the hearing process is to make a finding of fact, conclusions of law and determine if the respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and desist such unlawful acts and to take affirmative steps as the commission deems appropriate, which includes civil penalties. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to Missouri circuit court within 30 days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If an appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Year	Number	Percent
Race	1993	442	28.2
	1992	404	25.0
	1991	338	24.1
Race Association	1993	—	—
	1992	19	1.2
	1991	10	.7
Sex	1993	355	22.6
	1992	292	18.1
	1991	288	20.5
Sex Harassment	1993	—	—
	1992	33	2.0
	1991	15	1.0
Religion	1993	17	1.1
	1992	21	1.3
	1991	17	1.2
National Origin	1993	43	2.7
	1992	32	2.0
	1991	17	1.2
Ancestry	1993	—	—
	1992	5	.3
	1991	3	.2
Handicap	1993	363	23.1
	1992	440	27.2
	1991	436	31.1
Retaliation	1993	125	8.0
	1992	137	8.5
	1991	102	7.3
Age	1993	190	12.1
	1992	232	14.4
	1991	177	12.6
Unknown/Other	1993	35	2.2
	1992	0	0
	1991	1	.1
Total	1993	1570	100.0
	1992	1615	100.0
	1991	1404	100.0

**Totals will not match total of cases received, due to the fact that some cases are filed in more than one category.*

Dispositions During FY 1993

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlements	63	5	17	85	8.1
No Probable Cause	274	21	20	315	30.2
No Jurisdiction	55		2	57	5.5
Unable to Locate	19		6	25	2.4
Withdrawn	63	2	15	80	7.7
Withdrawn/Settled	80	6	9	95	9.1
Admin. Closure	32	2	3	37	3.6
Failure to Cooperate	55	4	18	77	7.4
Probable Cause	35	5	8	48	4.6
Right to Sue	163	5	0	168	16.1
Conciliation					
Withdrawal	1			1	.1
Admin. Closure		1		1	.1
Conciliated	10	12		22	2.1
Right to Sue	2		1	3	.3
Hearings Decisions					
Withdrawal					
Admin. Closure	10	3	3	16	1.5
Prehearing Settlement	6	2		8	.8
Hearing Panel Order	1	1	2	4	.4
Right to Sue					
Total	869	69	104	1042	100.0
EEOC Cases Closed	2079				

The commission maintains four offices in Missouri as a means of providing access and delivery of services. The office locations are: Jefferson City (central office); Kansas City; St. Louis; and Sikeston.

The Disposition Chart (above) reflects the types of closures/decisions rendered as a result of investigation, conciliation and public hearing. The 2079 cases referenced as EEOC closures are cases the staff had to review to determine if the EEOC investigation was complete.

In addition to the above, at the end of FY 1993 there were: 1789 complaints pending investigation; 20 complaints pending conciliation; and 30 complaints pending public hearing. Even though MCHR continues to close a sizeable number of complaints each year, the number of complaints pending in investigation and public hearing remain an ongoing concern when considering the desire for shorter complaint processing time frames.

During MCHR's 35 years of working toward eradicating discrimination, the agency has provided immeasurable services. Whenever possible, agency staff

continue to provide education and outreach programs statewide to groups like the Job Service Employer Committee, the Missouri Association of Social Welfare and the NAACP. Businesses and landlords can call the central office of the Commission to request information about these services. The record reflects the agency has directly received 21,382 complaints of alleged discrimination in employment, public accommodations and housing.

Total Cases Received by Year and Category

Fiscal Year	[1]Category	[2]MCHR	[3]Dual Filed
1993	EMP	1021*	2758**
	PA	58	
	Housing	187	
	Total	**1266**	**2758**
1992	EMP	1087	2594
	PA	68	
	Housing	126	
	Total	**1281**	**2594**
1991	EMP	977	1817
	PA	51	
	Housing	103	
	Total	**1131**	**1817**

* *808 cases of 1,021 were dual filed with EEOC.*

** *Cases received from EEOC, KCHRD & CREA for dual filing.*

[1] EMP — *Fair Employment Practices*
PA — *Public Accommodations*
Housing — *Fair Housing*

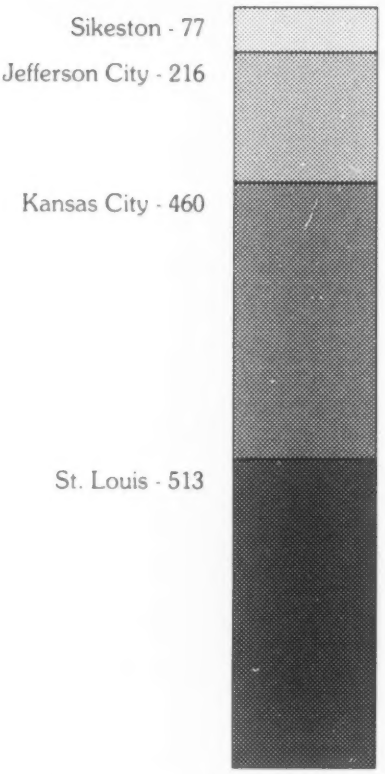
[2] MCHR — *Missouri Commission on Human Rights*

[3] Dual Filing — *During the first part of April 1978, the EEOC and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of TITLE VII, filed with MCHR are automatically filed with both agencies merely by filing with one.*

There are 11 local human rights agencies in Missouri handling a substantial number of cases that otherwise would fall within MCHR's responsibility. In an effort to further reduce potential duplication MCHR has initiated working relationships, similar to the EEOC/MCHR worksharing, with local human rights agencies and the U.S. Dept. of Housing and Urban Development. These efforts have proven beneficial in terms of the use of state resources.

The preceding chart illustrates the number of complaints filed with MCHR by category for the past three years. It also shows the number of complaints received by the U.S. Equal Employment Opportunity Commission (EEOC) and Dual Filed with MCHR. Since EEOC only has responsibility for employment discrimination, the 2758 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a worksharing relationship.

Discrimination Complaints



St. Louis	40.5%
Kansas City	36.3%
Jefferson City	17.1%
Sikeston	6.1%

Employment cases continue to consume the largest portion of the workload:

Employment	80.6%
Public Accommodations	4.6%
Housing	14.8%

Division of Employment Security

The Wagner-Peyser Act of June 6, 1933, as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated state employment services, including the Missouri Division of Employment Security.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 went into effect in January, 1937. These provisions provide the basis for Unemployment Insurance programs in Missouri.

The Division of Employment Security is responsible for administration of job service, labor market information and unemployment insurance programs in the state.

Public Policy

The public policy concerning employment security in Missouri is stated in the Missouri Employment Security Law. The policy states:

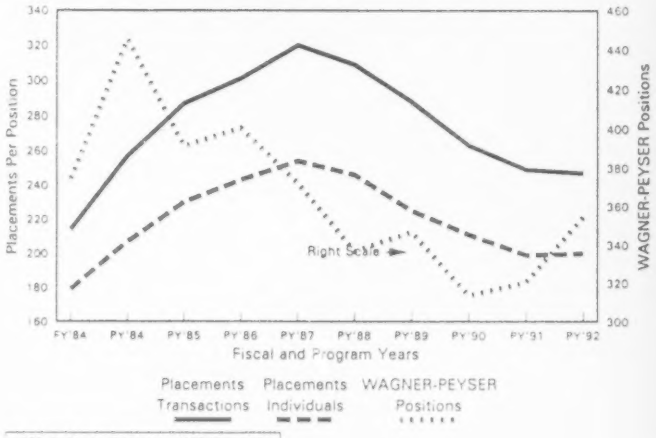
"Economic insecurity due to unemployment is a serious menace to the health, morals and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment."

Funding

Costs of operating the Division and the major part of its program costs are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

Placements Per Position



NOTE: FY84 was 9 Months (OCT 83-JUN 84)

Objectives

The objectives of the Division are three-fold:

- ★ to find employment for jobseekers;
- ★ to collect taxes (contributions) from employers and to pay unemployment insurance payments to those who are eligible under the law and are unemployed through no fault of their own;
- ★ to provide labor market information in support of Employment Security operations and other employment and training operations.

To provide employment services and unemployment insurance services, 40 full-functioning Division local offices were in operation in Program Year 1992. Computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Economic Data

The Division produces economic data which are put to a wide variety of uses at the state and local level, as well as contributing to the national economic data system. These data include monthly estimates of the labor force, employment, and unemployment; employment, hours and earnings data by industry; occupational employment information; and wage data.

JOB SERVICE

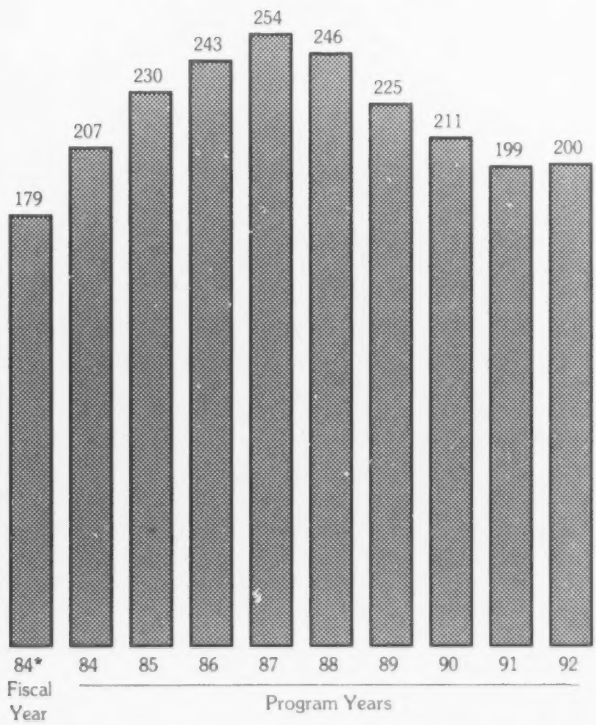
In addition to paying Unemployment Insurance benefits and gathering labor market data, Employment Security through its network of Job Service offices provides two important services that help people find jobs.

The first goal of all employment service activities is placement of individuals in jobs. This includes receiving and interviewing applicants, taking employer orders, listing job specifications and screening and referral of applicants, followed by verification of job placement.

Those who lack knowledge about where and/or how to seek employment may receive counseling. Others who lack adequate skills can learn about training programs available through Job Service. And, for employers, Employment Security is dedicated to providing the best qualified applicants.

Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities and facilitate full utilization of the local area labor force.

Placements Per Staff



Fiscal Year 84 was 9 months: October 83 - June 84

In Program Year 1992, the Missouri Division of Employment Security recorded a successful year. There were 89,815 employer job openings filled with 70,871 Job Service applicants and the Employment Service staff averaged 200 placements per staff.

Following are the major services available through Job Service offices.

Job and Applicant Matching

Job and Applicant Matching are important twin features of our automated placement process. This automated selection process for applicants and/or job orders matches the applicant occupational qualifications and preferences against the employer job specifications. Local office placement staff use computer terminals to directly access the central computer's Job Bank in the Jefferson City Central Office.

Job Bank

Job Bank is used to distribute job information over a wide area. This is accomplished by a network of CRT terminals linked by computer. When Employment Security receives a "job order" from an employer, information about this job and necessary specifications are entered into the Job Bank system and immediately becomes available to all local offices in the State and offices in the Kansas and Illinois portion of the Kansas City and St. Louis labor markets.

National Job Bank

To expand placement activities beyond the local, regional and statewide concept, Employment Security participates in the National Job Bank System to share information about specific employment opportunities nationwide.

This interstate network of Employment Security offices creates a close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

Interstate Clearance System

The Interstate Clearance System (ICS), operating through a nationwide network of local Job Service offices, provides services to employers by locating, selecting and referring qualified workers from other

areas when qualified workers are not available locally.

ICS also helps applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. ICS also supplements other employment service activities by providing information about current labor area supply and demand.

Missouri Resume Retrieval

Resumes are received from potential applicants in a wide range of occupations. Each resume must meet specific Job Service guidelines — guidelines with the employer and applicant in mind.

Resumes are then entered into an advanced computerized system. This system identifies skills, knowledge and abilities possessed by the applicant and matches them with job specifications and employment requirements.

With the touch of a few buttons, we access the up-to-date resumes of thousands of trained professionals of diverse experience. The employer tailors the MRRS search based on qualifications required.

Resumes matching the employer's requirements are then printed and the most ideal candidates are sent to employers for their evaluation and follow up.

Employer Services

To ensure that employers are aware of services available at Employment Security, the Division maintains a personal contact through Employer Service Representatives (ESR). The local office manager and selected staff maintain this contact in offices that do not have an ESR assigned.

The ESR relays information about services available, coordinates special services and programs designed to assist employers and encourages employers to utilize Job Service.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service and related activities pertinent to employer needs.

TJTC

Targeted Jobs Tax Credit (TJTC) provides an advantage in the labor market for people who have the most difficulty in obtaining employment.

TJTC provides a federal income tax credit for employers who hire individuals from any of nine target groups: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation clients, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first year of employment.

The credit applies to wages paid to those employees who are certified by Employment Security. The credit is applicable for one year, amounting to 40 percent of the first $6,000 in wages the first year.

The credit for Summer Youth is 40 percent of the first $3,000 in wages paid for a maximum of 90 days (May 1 - Sept. 15).

Due to a partial suspension of the TJTC program, only 4,983 individuals were certified during PY92.

Job Service Employer Committee

The Missouri Job Service Employer Committee, established in 1986 to ensure the responsiveness of the Division to employers, is composed of a broad spectrum of employers representing both large and small business entities.

This committee is linked to employers through a 15-member State Steering Committee.

At the local office level, 30 Local Employer Committees have been established. These committees involve more than 1,500 employers who make known the concerns of the employer community. Working with local committees, the Division has conducted hundreds of educational seminars for thousands of Missouri employers since 1986.

Rural Service

Rural Service provides a full range of employment opportunities to rural Missourians. All local office staff have been trained to provide assistance to migrant and seasonal farm-workers.

Primary seasonal crop activity is centered in the Bootheel area for row crops, vegetables and summer peaches and melons. Fall activity is centered around the Lexington and Waverly areas for apple harvesting.

Disabled

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the disabled applicant.

Job Service works closely with the Governor's

Committee on Employment of People with Disabilities. Resources are utilized to improve direct services to disabled job seekers and to coordinate the efforts of other community agencies to assist these individuals.

Located in Kansas City and St. Louis, the PATH (Placement Assistance To Handicapped) and DEAN (Disability Employment Awareness Network) programs are working together with a staff person to correctly identify and serve the disabled community.

Job Service and the Governor's Committee on Employment of People with Disabilities participate in both local job fairs and the National Disability Employment Awareness Month targeted to this population. Each local office has a specialist available to assist disabled clients.

Employment Security also makes extensive efforts to provide employers and the public with information concerning the contributions disabled individuals make to the labor force and the economy.

Missouri Employment and Training Program

The Food Stamp Program was implemented under the U.S. Department of Agriculture, Food and Nutrition Service in 1964. One requirement of the Food Stamp Program is work registration and job search for some recipients.

The law was further amended in January, 1981, to require job search as a part of the work registration process. The work registration and job search functions are accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. Able-bodied individuals must attend a Job Club and are then required to do an individual job search activity on their own to meet program requirements.

In addition, the local Job Service office carries out the Congressional intent of the work search test by referral of employable Food Stamp recipients to suitable employment or training opportunities.

Youth Applicants

Youths age 16-21 can receive job development and referral assistance at Employment Security local offices. Services are provided to in-school and out-of-school youth from high school, junior college and college settings.

Job Service participates in summer youth programs in some areas of Missouri. Close coordination is also maintained with the Department of Elementary and Secondary Education through which Job Service operates special placement services and activities jointly with thirty-one area vocational schools and seventeen high schools.

Experienced Worker Program

Job Service offices place special emphasis on providing the full range of employment services to applicants over age 40.

Federal law forbids discrimination against older workers who are seeking employment or entering training programs. Job Service specialists in local offices provide assistance in overcoming barriers to employment.

Special job seeking skill training is offered to experienced applicants over age 55 in six agency local offices. On-the-job training contracts are also available to employers who hire this special applicant group. These special services are possible through contracts with the Missouri Division of Job Development and Training and local Private Industry Councils.

Counseling

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in the FUTURES Program, Experienced Worker Program and School-to-Work Transition Program.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers; therefore, these workshops have proven to be of great value.

On-the-Job Training

The Division, through the Trade Adjustment Assistance Act and various Job Training Partnership

Act contracts, assists in identifying, referring and placing eligible applicants in training positions provided by private sector employers. The employer agrees to provide the supervision and training necessary to help the trainee to become a skilled employee. During the training period the trainee is paid relative to the occupation and the employer is reimbursed for training expenses accrued as agreed in the contract.

School Placement

The Area Vocational Technical Schools In-School Placement Program provides a full range of placement services and job seeking skills for students enrolled in 31 Vocational Technical schools in Missouri. Division placement specialists are stationed at the vocational technical schools, linking students with opportunities listed in the Division's statewide Job Bank.

In addition the Division is participating in a pilot program with Western Mo. PIC, SDA 4 and the SDA 7 Private Industry Council to provide additional assistance to AVTS students attending training funded through the Job Training Partnership Act.

Job Service also operates seventeen School-to-Work Transition sites, which provide placement and employment counseling assistance to students in traditional high schools. School-To-Work Transition is designed to improve students' access to employment opportunities and ability to function in the world of work.

FUTURES/Job Search

The FUTURES program is federally mandated and designed to assist recipients of Aid to Families with Dependent Children (AFDC) become self-sufficient through education, training and employment. The Division of Family Services administers the program utilizing the services of the State Department of Education, the Division of Job Development & Training (JTPA) and the Division of Employment Security.

The Division of Employment Security operates the Job Search component of the FUTURES program. This component consists of activities combining classroom instruction for three days and supervised work search for up to sixteen weeks. The classroom activity includes orientation, labor exchange registration, testing, motivation and behavior guidance, resume writing, method of job search, interviewing techniques (including mock interviews and peer critiques) and occupational counseling. The Supervised Work Search (SWS) uses the techniques taught in the classroom to assist the participant to obtain employment. The FUTURES participant will receive group and individual evaluations weekly to ascertain need for redirection or continuation of efforts.

Job Corps

The Job Corps Program provides skill training and educational opportunities for disadvantaged youth. Through its 28 years of service many thousands of youth have benefited from extended vocational and skill training as well as secondary and college educational instruction.

In Missouri, the Division of Employment Security will enroll approximately 1,800 youth in Job Corps by September 30, 1993.

Job Corps offers a wide range of vocational training programs for youth (ages 16 - 24). The Job Corps Centers offer residential and nonresidential training, giving young Missouri residents all over the state an opportunity to better themselves.

In Missouri there are three residential Job Corps Centers, St. Louis, Excelsior Springs (near Kansas City), and at Mingo (near Poplar Bluff). There are also three nonresidential sites at St. Louis, Kansas City and St. Joseph.

Job Corps Enrollment

	Male	Female	Total
1989	891	409	1,300
1990	890	464	1,344
1991	1,109	736	1,845
1992	1,116	663	1,779

Veterans

The Missouri Division of Employment Security provides services to veterans on a priority basis (veterans preference) in accordance with federal law.

Veterans Employment Representatives (VER's) and Disabled Veterans Representatives (DVR's) are designated staff within local offices to offer more intensive services to veterans with barriers to employment. These staff work with regular Employment Service personnel to provide veterans' preference and special services.

Assistance to employers (and their subcontractors) who are federal contractors by the Division staff help assure that affirmative action for Vietnam Era and Special Disabled Veterans is achieved regarding employment and advancement in employment.

The federal Director of Veterans Employment and Training staff work closely with the Division to assure efficient and effective delivery of service to veterans, and compliance with federal guidelines. Federal Vets staff also resolve cases referred by the Division in which veterans' reemployment rights are at issue.

Trade Adjustment Assistance (TAA)

The Division, through provisions of the Trade Adjustment Assistance Act (TAA), provides a variety of reemployment services to trade affected workers who lose their jobs due to foreign imports. The workers receive counseling, assessment, job placement assistance, classroom skill training, on-the-job training and relocation assistance.

After counseling, workers assessed as needing retraining have tuition, books, and supplies paid with Trade Act funds. Other trade affected workers obtain employment by participating in On-the-Job Training (OJT) where the Division reimburses the employer for training expenses incurred in hiring new employees.

The Trade Act program further assists by helping to defray the costs necessary to interview for suitable work outside the workers normal commuting area. The Trade Act can reimburse the worker for a portion of moving expenses when a worker must move to obtain suitable employment.

Job Service Activities — Program Year 1992

Local Offices	Job Openings	New Applications	Job Referrals	Job Placements
STATEWIDE	185,076	283,047	699,945	87,690
Arnold	2,605	8,401	12,815	1,600
Branson	6,600	6,549	22,226	2,872
Camdenton	3,520	3,490	14,215	1,104
Cape Girardeau	3,548	5,583	10,816	1,839
Cape Girardeau (SEMO)	1,198	1,270	2,865	774
Chillicothe	1,980	3,326	6,152	1,062
Clinton	1,356	2,789	5,410	1,066
Columbia	5,253	7,109	25,906	2,164
Crestwood	7,260	11,095	18,415	2,173
Flat River	2,557	6,701	9,849	1,109
Florissant	2,133	4,841	8,938	1,272
Gladstone	7,062	8,575	30,251	2,539
Grandview	6,091	10,231	30,293	2,665
Hannibal	3,168	3,893	7,940	1,419
Independence	5,995	8,921	21,304	2,479
Jefferson City	3,514	5,737	21,136	1,830
Joplin	8,015	9,143	27,926	3,729
Kansas City	12,215	13,009	35,775	3,823
Kennett	3,461	5,111	14,955	2,276
Kirksville	2,168	2,718	9,309	1,422
Kirksville (NMSU)	318	593	1,107	270
Lebanon	3,638	4,339	17,513	2,206
Lexington	1,311	1,929	7,307	875
Marshall	3,202	2,149	10,810	1,791
Maryville	1,632	2,305	7,615	1,017
Mexico	1,570	2,296	8,997	884
Moberly	1,732	2,200	9,140	1,096
Monett	5,677	5,028	17,712	3,439
Nevada	1,711	2,774	4,948	893
Poplar Bluff	2,892	5,586	13,099	1,825
Rolla	3,134	4,003	10,815	962
Rolla (Ft. Leonard Wood)	872	2,735	5,951	371
Sedalia	4,859	5,098	21,145	2,950
Sedalia (Whiteman AFB)	77	174	380	46
Sikeston	3,243	5,408	16,036	1,630
Springfield	9,755	16,816	43,463	4,839
St. Ann	11,223	13,573	26,638	5,652
St. Charles County	4,560	9,444	11,740	1,608
St. Joseph	4,037	5,735	15,521	2,240
St. Joseph (Western State)	9	273	426	62
St. Louis Central	5,768	10,555	16,863	3,012
St. Louis Downtown	8,366	13,820	34,123	3,174
St. Louis South	4,849	8,772	18,001	2,289
Washington	2,116	6,571	8,656	1,222
West Plains	4,784	5,521	9,707	1,673

LEGAL

The Legal Section of the Division of Employment Security has a staff of seven lawyers; four stationed in Jefferson City, one in Kansas City and two in St. Louis.

The Legal Section represents the Division in all legal matters involving the administration and enforcement of the Missouri Employment Security Law.

The section advises the director and other Division management officials, prepares legal opinions for all sections within the Division, reviews leases, assists in real estate transactions and litigation, responds to public inquiries, appears before the Appeals Tribunal and the Labor and Industrial Relations Commission in certain employer liability and benefit cases and reviews contracts relating to federally sponsored programs.

The legal section plays an important role in the collection of delinquent contributions.

In addition, the Legal Section:

- ★ counsels with the Collection and Contributions Section on collection matters;
- ★ works with other state agencies in an effort to effect collection of delinquent contributions on the part of defaulting employers and issue and enforce administrative subpoenas to obtain pertinent records when needed for the proper administration of the law;
- ★ represents the Division in personnel matters, in the internal grievance procedure before the Personnel Advisory Board and under the current union resolution;
- ★ represents the Division before the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights relative to charges of discrimination filed against the Division by employees and members of the public.

Circuit Court

Cases Opened

FY 88	115
FY 89	120
FY 90	124
FY 91	94
FY 92	105
FY 93	131

Cases Closed

FY 88	130
FY 89	165
FY 90	128
FY 91	115
FY 92	116
FY 93	137

Court of Appeals

Cases Opened

FY 88	20
FY 89	4
FY 90	16
FY 91	8
FY 92	11
FY 93	16

Administrative Hearings

FY 91	93 opened
	92 closed
FY 92	127 opened
	125 closed
FY 93	211 opened
	137 closed

Benefit Garnishments

Central Office

FY 88	281
FY 89	356
FY 90	324
FY 91	327
FY 92	249
FY 93	38

Bankruptcy

(Including Entry of Appearances)

FY 91	197
FY 92	367
FY 93	440

Tax Garnishments

Central Office

FY 88	88
FY 89	?
FY 90	?
FY 91	203 - Central Office Only from 1-1-91 to present
FY 92	371
FY 93	687

Kansas City

FY 88	356
FY 89	400
FY 90	342 Garnishments & 4 Sequestrations
FY 91	263 Garnishments & 7 Sequestrations
FY 92	250 Garnishments & 7 Sequestrations
FY 93	261 Garnishments & 7 Sequestrations

St. Louis

FY 88	678
FY 89	1,258
FY 90	542
FY 91	524
FY 92	598
FY 93	595

FIELD OPERATIONS

Field Operations is responsible for line authority over the Local Office Managers in the administration of the Employment Security Job Service, Unemployment Insurance and other programs throughout the State.

Field Operations provides liaison between technical specialists, program supervisors, Local Office Managers and District Managers. District Managers are the focal point for line management of the Local Offices. Also through coordinating efforts, Field Operations functions in securing proper emphasis and attention for each program and activity.

In FY 91:

- ★ The Arnold Local Office moved to a new location on May 24, 1993. The new address is 3616 Richardson Square Drive, Arnold, Missouri 63010-8127.
- ★ The St. Louis South Office moved to a new location on June 14, 1993. The new address is 6821 South Broadway, St. Louis, Missouri 63111-0127.

THE LABOR MARKET ENVIRONMENT

Economic and labor market conditions represent a vital part of the environment in which Division of Employment Security operations are conducted. Fiscal Year 1993 was characterized by continuing recovery from recession but only modest improvement in the labor markets.

Revised data from the U.S. Commerce Department showed the recession of 1990-1991 to have been milder than originally estimated and the subsequent recovery to have been stronger, in terms of growth of Gross Domestic Product. Still, the recovery was weak by historical standards. Furthermore, job growth was small for the degree of growth of the economy, resulting in unusually slow labor market recovery. Economic growth accelerated in the first half of the fiscal year, turning in its strongest performance since the recession ended. This rapid growth was not sustained, however, as GDP performance fell off sharply in the third quarter of the fiscal year and improved only modestly in the final (April-June 1993) quarter.

In Missouri, the unemployment rate averaged 6.0 percent in FY 1993, down a meager tenth of a percentage point from the previous fiscal year average. Strangely, total household employment is estimated to have fallen by about 41,000 from the FY 92 average, bringing the level down nearly to the average for Fiscal Year 1991. (Estimated growth in FY 1992 had been a suspiciously strong 49,000.) Not too much credence should be given to these employment figures. Monthly estimates were highly irregular during both fiscal years, apparently the result of large swings in the Current Population Survey data which underlie the estimates. Even the longer term data appear somewhat suspect, showing large growth between FY 91 and 92 and a large decline between FY 92 and 93.

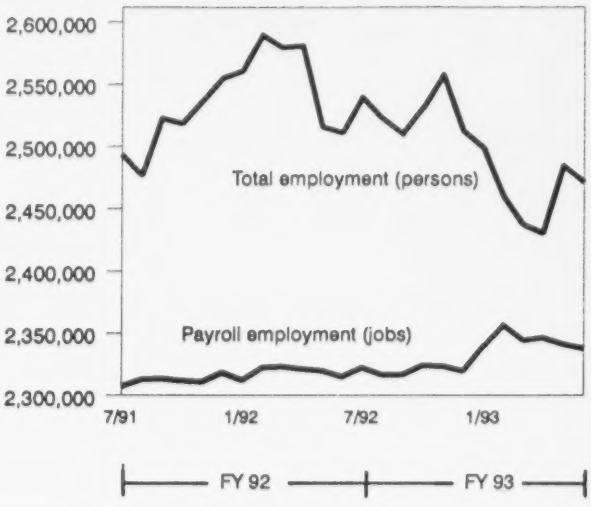
A better measure of labor market conditions is probably the nonfarm payroll employment data, which is based on a survey of employers. These data show that employment dipped between FY 91 and FY 92 but then grew in FY 93. Although this growth was small by historical standards (15,700 jobs or 0.7 percent), this was largely because of the drag on the labor markets caused by continuing job losses in manufacturing. Transportation equipment (especially aerospace), electronic equipment, and fabricated metal products all continued to experience substantial job losses between FY 92 and FY 93.

Growth in the service-producing industries was stronger, but still weak by historical standards. FY 93 employment in these industries averaged only 1 percent (18,300 jobs) higher than in the previous fiscal year. In the private sector, most of the growth (13,400 jobs) was in the service industries, especially health services, business services, social services, and educational services. Total government employment (including employment in public schools and colleges) grew by about 4,900 jobs, mostly in local government. Construction employment was also up strongly, growing by 3,300 jobs or 3.7 percent from the previous fiscal year. Most other industry groups (transportation and public utilities; wholesale and retail trade; and finance, insurance and real estate) showed little change.

Payroll employment growth, apparently reflecting overall economic performance, accelerated toward the middle of the fiscal year before slowing in the second half. These movements, along with the considerably more erratic movements of the total employment estimates, are shown in the accompanying chart.

In summary, Fiscal Year 1993 was a year in which employment grew moderately, except for manufacturing employment, and unemployment remained about the same as it had been in the previous fiscal year. These conditions (relatively slow job growth and sticky, though not high, unemployment) serve as the backdrop for the operations of the Division of Employment Security.

Missouri Employment



Note: Data are seasonally adjusted.

Labor Market Data

	FY 93	FY 92	FY 91	FY 92-93	FY 91-92
Labor Force	2,658,000	2,705,000	2,662,000	-47,000	43,000
Employment	2,499,000	2,540,000	2,491,000	-41,000	49,000
Unemployment	159,000	165,000	171,000	-6,000	-6,000
Rate	6.0	6.1	6.4	-0.1	-0.3
Payroll Employment (Jobs)					
Total Nonagricultural	2,331,400	2,315,700	2,323,900	15,700	-8,200
Goods-Producing	505,200	507,800	523,500	-2,600	-15,700
Manufacturing	408,400	413,900	425,600	-5,500	-11,700
Other	96,800	93,900	97,900	2,900	-4,000
Service-Producing	1,826,200	1,807,900	1,800,400	18,300	7,500
Private	1,451,700	1,438,200	1,429,300	13,500	8,900
Services	607,600	594,200	580,600	13,400	13,600
Other	844,100	844,000	848,700	100	-4,700
Government	374,600	369,700	371,100	4,900	-1,400

Missouri Employment and Earnings
Fiscal Year 1993 Averages

Industry	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL	2,331,400			
GOODS PRODUCING	505,200	$495.84	39.9	$12.43
MINING	4,600			
CONSTRUCTION	92,300	611.39	35.5	17.22
General Building Contractors	24,000			
Heavy Construction	11,600			
Special Trade Contractors	56,700			
MANUFACTURING	408,400	465.20	40.9	11.37
DURABLE GOODS	220,100	511.83	41.5	12.33
Lumber & Wood Products	11,000	300.80	38.5	7.81
Furniture & Fixtures	13,500	364.90	41.1	8.88
Stone, Clay & Glass Products	10,100	475.69	39.8	11.95
Primary Metal Industries	11,000	560.41	43.9	12.77
Fabricated Metal Products	32,800	500.25	41.9	11.94
Industrial Machinery & Equipment	31,600	460.92	40.7	11.32
Electronic & Other Electrical Equipment	30,500	381.60	41.0	9.31
Transportation Equipment	60,300	753.89	42.8	17.61
Motor vehicles & equipment	27,000	767.33	43.5	17.64
Aircraft & parts	27,600			
Instruments & Related Products	11,700	442.08	40.6	10.89
NONDURABLE GOODS	188,300	410.38	40.3	10.18
Food & Kindred Products	49,000	411.19	39.5	10.41
Beverages	9,300	798.47	39.2	20.37
Textile Mill Products & Apparel	22,700	250.67	36.7	6.83
Paper & Allied Products	14,000	455.52	42.2	10.79
Printing & Publishing	42,800			
Chemicals & Allied Products	29,400	642.36	46.9	13.70
Leather & Leather Products	11,300	251.05	37.0	6.79
SERVICE PRODUCING	1,826,200			

Missouri Employment and Earnings (continued)

Industry	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
PRIVATE SERVICE PRODUCING	1,451,700	293.89	32.4	9.07
TRANSPORTATION & PUBLIC UTILITIES	151,300	488.78	39.4	12.41
Railroad Transportation	8,800			
Trucking & Warehousing	48,800			
Transportation by Air	17,400			
Communications	35,800			
Electric, Gas & Sanitary Service	20,500			
TRADE	555,500	246.22	31.3	7.87
WHOLESALE TRADE	138,400	429.30	40.0	10.73
Wholesale Trade - Durable Goods	78,400	449.16	40.0	11.23
Motor vehicles, parts & supplies	12,300			
Lumber & construction materials	4,600			
Professional & commercial equipment	14,700			
Electrical goods	8,600			
Hardware, plumbing & heating equipment	6,300			
Machinery, equipment & supplies	18,200			
Wholesale Trade - Nondurable Goods	60,100	403.58	39.9	10.11
Groceries & related	17,900			
Petroleum & petroleum products	4,900			
Beer, wine & distilled beverages	3,000			
RETAIL TRADE	417,100	190.72	28.7	6.65
Building materials & garden supplies	17,900			
General merchandise stores	56,900			
Food stores	59,900			
Automotive dealers/service stations	51,300			
Apparel & accessory stores	22,300			
Furniture & homefurnishing stores	15,000			
Eating & drinking places	150,900			
FINANCE, INSURANCE, & REAL ESTATE	137,300	380.48	37.1	10.26
Depository Institutions	45,400			
Nondepository Institutions	8,400			
Security & Commodity Brokers	13,000			
Insurance Carriers	30,700			
Insurance Agents, Brokers	13,200			
Real Estate	22,400			
Holding & Other Investment Offices	4,200			
SERVICES	607,600	278.63	31.0	8.99
Hotels & Other Lodging Places	28,000			
Personal Services	27,100			
Business Services	98,400			
Auto Repair, Services, Parking	19,600			
Amuse & Rec Services / Movie	29,200			
Health Services	207,200			
Hospitals (private)	100,100			
Legal Services	14,900			
Educational Services (private)	41,500			
Social Services	42,900			
Membership Organizations	45,000			
Engineering & Management Services	35,900			
Agricultural Services	9,900			
TOTAL GOVERNMENT	374,600			
TOTAL FEDERAL GOVERNMENT	70,100			
TOTAL STATE GOVERNMENT	91,300			
TOTAL LOCAL GOVERNMENT	213,200			

Labor Force and Unemployment Rates
Fiscal Year 1993 Annual Averages

	Civilian Labor Force	Change From FY 92	Unemployment Rate	Change From FY 92
U.S.	127,442	1,381	7.2	0.1
Missouri	2,658,000	-46,000	6.0	-0.1
St. Louis MSA	1,258,391	-21,605	6.1	-0.5
Kansas City MSA	868,587	-1,865	5.1	-0.1
Springfield MSA	137,168	374	5.0	0.3
Joplin MSA	76,573	-1,568	5.4	-0.1
Columbia MSA	72,656	-1,436	3.2	0.1
St. Joseph MSA	43,055	-755	6.6	-0.0
Marion/Ralls LMA	19,108	-302	5.9	0.3
Cole/Osage LMA	43,947	-626	4.2	0.1
Adair/Schuyler LMA	14,001	-79	4.6	0.8
Counties:				
Andrew	7,105	-157	5.9	-0.2
Atchison	2,930	-78	5.5	0.3
Audrain	10,581	-131	6.0	-0.3
Barry	14,372	-274	5.5	0.1
Barton	5,945	-59	4.1	0.2
Bates	6,541	-36	7.7	0.1
Benton	5,667	-63	9.1	0.1
Bollinger	4,251	-154	9.0	-1.1
Butler	17,853	-391	7.5	-0.1
Caldwell	3,251	-23	8.1	0.1
Callaway	16,167	-366	5.9	0.4
Camden	16,066	-259	7.1	-0.1
Cape Girardeau	36,325	-595	4.2	-0.1
Carroll	4,423	27	9.0	0.6
Carter	2,064	-43	10.8	-0.1
Cedar	4,623	-127	6.4	-0.8
Chariton	4,268	-73	6.9	-1.4
Clark	3,974	-167	6.1	-1.0
Clinton	7,713	-179	5.8	-0.3
Cooper	7,572	20	6.6	1.7
Crawford	10,558	-347	9.0	-0.6
Dade	3,170	-62	6.3	0.3
Dallas	4,232	-33	11.0	-0.6
Daviess	3,703	-55	7.0	-0.4
Dekalb	4,256	-26	6.0	-0.2
Dent	6,349	-165	7.6	-0.7
Douglas	4,714	-90	6.8	-1.2
Dunklin	13,596	-231	9.1	0.5
Gasconade	7,601	22	8.7	1.6
Gentry	2,792	11	4.7	-0.1
Grundy	5,212	8	6.0	0.0
Harrison	4,331	-12	4.8	0.2
Henry	8,580	-139	8.5	-0.3
Hickory	2,882	-86	7.8	-0.8
Holt	2,286	-4	6.2	0.2
Howard	4,647	-4	5.2	0.8
Howell	15,068	-286	6.7	-0.1
Iron	2,692	-82	17.1	-0.9
Johnson	20,565	-347	4.6	-0.0
Knox	1,750	30	6.3	-0.2
Laclede	13,038	-343	8.1	-1.1
Lawrence	14,353	-307	6.4	0.0
Lewis	4,844	-43	7.1	0.4
Lincoln	14,629	-363	8.0	0.4
Linn	6,804	-3	8.9	0.8
Livingston	6,725	-51	4.9	0.0
McDonald	10,006	-376	5.0	0.1
Macon	8,526	-91	7.2	1.8
Madison	4,388	-239	13.1	-1.8
Maries	4,056	17	11.1	3.0
Mercer	1,503	44	6.7	0.0
Miller	8,867	-94	11.7	0.4
Mississippi	7,085	-103	10.7	0.2
Moniteau	6,752	-93	7.5	1.0
Monroe	4,911	190	5.4	0.5
Montgomery	5,109	-77	7.1	-0.2
Morgan	7,798	-55	8.4	0.9
New Madrid	9,998	-183	8.9	0.4
Nodaway	11,341	-79	3.7	0.1
Oregon	3,845	-35	7.1	0.2
Ozark	3,588	-44	6.3	-0.1
Pemiscot	8,792	-79	10.8	1.6
Perry	10,603	-195	5.2	0.5
Pettis	19,020	-261	7.3	0.4
Phelps	17,213	-285	5.8	0.5
Pike	7,643	-161	7.4	0.3
Polk	11,603	-254	5.1	-0.4
Pulaski	13,080	-185	7.9	0.8
Putnam	2,093	8	5.0	0.2
Randolph	10,493	-245	7.5	0.3
Reynolds	2,283	-43	9.6	-0.0
Ripley	4,384	-18	10.1	1.6
St. Clair	3,734	18	6.9	-0.9
Ste. Genevieve	6,570	-94	7.6	0.3
St. Francois	22,518	-586	8.8	-0.1
Saline	10,503	38	6.9	0.0
Scotland	2,208	42	4.9	1.0
Scott	18,284	-429	8.0	-0.4
Shannon	3,478	-99	9.3	-0.6
Shelby	3,589	30	4.9	0.9
Stoddard	13,786	-318	8.7	-0.3
Stone	9,701	80	12.3	1.6
Sullivan	3,565	-11	4.8	-0.2
Taney	20,367	212	9.0	0.5
Texas	9,029	-37	11.7	2.3
Vernon	8,695	-198	5.0	-0.5
Warren	10,053	-326	7.3	-0.4
Washington	6,513	-247	16.4	0.5
Wayne	5,124	-43	12.4	0.8
Webster	10,594	-182	8.1	0.3
Worth	1,155	13	6.2	0.9
Wright	7,139	-169	7.6	-1.3

UNEMPLOYMENT INSURANCE

Unemployment Insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

Payment of benefits under the regular program are made from a trust fund supported by contributions from private for profit employers and payments by certain governmental and nonprofit employers who reimburse in lieu of paying contributions. No part of the contribution is deducted from workers' wages.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the Regular Benefit Program. During periods of high unemployment, the Extended Benefit Program (EB) provides up to 13 more weeks of entitlement for the long term unemployed who have exhausted all regular program entitlement and who meet EB eligibility requirements. This program is financed equally by the state trust fund and the U.S. Department of Labor. Due in part to legislative changes of the triggers for this program, EB has not been paid in Missouri since 1982.

The Division administers the Federal Emergency Unemployment Compensation (EUC) Act which became effective in November 1991. This Act is fully federally financed and allows claimants to receive additional weeks of unemployment when their regular unemployment insurance claims are exhausted. From July 1, 1992 through June 30, 1993, EUC claimants have been paid $169,701,468. No new initial EUC claims can be filed after February 5, 1994; however, claimants who already have an eligible EUC claim at that time may continue to receive benefits through April 30, 1994.

Tax Function

The Employer Contributions Section of the Division ensures that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City investigates matters pertaining to employer liability and makes administrative determinations relating to employer payrolls and taxes. These determinations are appealable through the Division's appeal process and the State judicial system.

An account is maintained for each employer to whom tax payments are credited and to whom unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll.

During Fiscal Year 1993 there were 129,794 employers subject to coverage provisions of the law. There were 13,447 employers not previously covered who became subject to the law and 16,980 who terminated coverage. The number of wage items (employees) reported each calendar quarter decreased from 2,604,747 to 2,547,149.

The division collected $279,191,445 in contributions and earned $4,186,600 from the U.S. in interest, all of which is credited to the UI Trust Fund for payment of benefits.

Chapter 143 RSMo provides for the interception of income tax refund checks to offset claimant and employer debts with the Division of Employment Security. The Employer Contributions Section intercepted $106,243 from employers delinquent in paying their contributions.

During fiscal 1993 the data entry of wage items has continued to be performed by a contractor. This has allowed the Division to increase its ability to serve its clients by utilizing these savings to expand its technical staff.

Field Auditors

While the field auditors are part of the Central Office Contributions Field Section, they work from the Division's local offices. The auditors are in daily contact with the employers relative to investigations of employer liability and the collection of unemployment insurance taxes. The auditors are often an employer's first personal contact with the Division. They assist employers in complying with the tax provisions of the Law, handle tax enforcement problems and inform employers of their rights and responsibilities. They also inform employers about other Division services available.

Out of the thousands of contacts made by the field auditors with employers, accountants and attorneys, 32,356 resulted in field reports. The field auditors collected $6,050,817.95 in contributions, interest, and penalties. The field auditors also completed 4,184 employer liability and status investigations.

During FY93, the auditors performed 3,183 audits. The auditors found underreported taxes amounting to $379,045 and overreported tax amounting to $136,647. Some employers were found to have underreported taxable payrolls by $14,637,652 while other employers overreported taxable payrolls by $1,851,489. The auditors discovered 6,856 workers covered by the Law

that employers failed to report.

The field auditors and supervisors continued, throughout the year, to participate in various tax seminars. These are both individual seminars and joint seminars with IRS and Missouri Department of Revenue for employers and accountants.

Benefits

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim in one of the Division's local offices.

A person must have worked in covered employment and earned certain qualifying wages to be entitled to any unemployment insurance benefits. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a new initial claim is filed. During FY 1993, approximately 21.9 percent of the people who filed new claims failed to meet minimum earnings requirements.

The monetarily eligible claimant is subject to nonmonetary provisions covering job separation and eligibility while unemployed. Separation from employment, for any reason other than a lack of work, or refusal of suitable work while unemployed raises an issue with a potential disqualification.

Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with requirements of the Law. Determinations were made on 262,551 claims filed under the regular and related benefit programs. The claimant was disqualified or denied benefits for one or more weeks in 62.2 percent of these cases.

Voluntarily leaving a job without good cause attributable to the work or to the employer was a primary reason for disqualification. The disqualification for quitting a job remains in effect until removed through reemployment with wages in insured work equal to at least ten times the individual's weekly benefit amount. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for disqualification. The penalty for discharge is disqualification of four to sixteen weeks, depending on the seriousness of the misconduct. In cases of aggravated misconduct, part or all of the wage credits earned with the employer involved can be canceled. Weeks of disqualification may be offset by filing otherwise valid claims for a like number of weeks of unemployment, or may be removed through reemployment with wages for insured work equal to at least eight times the claimant's weekly benefit amount.

As provided for in Chapter 143 RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals who have outstanding debts with the Missouri Division of Employment Security. The Benefits Section intercepted $371,556.21 which has been applied to outstanding overpayments to claimants who claimed benefits fraudulently.

Enacted August 13, 1981, Public Law 97-35 revised the Social Security Law to allow the collection of delinquent child support payments through the withholding of unemployment insurance benefits. The passage of House Bill 1521 authorized this procedure under Missouri law. The law provides for voluntary compliance or garnishment of UI benefits. During the fiscal year, $9,166,471.76 was deducted from unemployment insurance checks for delinquent payment of court-ordered child support.

UI Wages and Benefits

Calendar Year	— Average Weekly — Wages	Benefits
1981	284.23	91.45
1982	303.13	93.72
1983	318.19	93.83
1984	334.06	91.23
1985	348.25	94.97
1986	359.75	102.70
1987	372.85	108.87
1988	386.33	115.14
1989	397.50	122.06
1990	410.72	128.87
1991	428.38	136.16
1992	447.68	139.16

Interstate

Under the Interstate Benefit Payment Plan, which is subscribed to by all states, a worker can file a claim for unemployment benefits against any state in any UI local office in the United States, Puerto Rico, Virgin Islands or Canada. The state through which the claim is filed (agent) makes reports and supplies facts to the paying (liable) state.

Missouri claims takers accepted 35,943 new and renewed initial claims for benefits against other states. Claimants filing from Missouri against other states claimed 341,802 weeks of unemployment. Claims against Missouri, as liable state, numbered 32,693 initial claims and 270,476 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Benefit Payment Control

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1993, 37,667 cases of improper payment were detected, resulting in establishment of $20,120,837 in overpayments for all benefit programs. The overpayments that were established involved $6,298,182 in Emergency Unemployment Compensation (EUC) benefits. Some of these EUC overpayments, were caused because of the special provisions contained in the federal law.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $517,281,672. The percentage of benefits overpaid was 3.9 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $4,881,122 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totaling $422,935 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $10,057,775 of improperly paid benefits.

The Benefit Payment Control Unit recovered $1,298,460 in cash restitution during fiscal year 1993.

Unemployment Compensation Fund FY93

Balance on Hand, July 1, 1992	**$51,101,469.48**
RECEIPTS	
Federal Supplemental Compensation Account	$170,551,200.00
Federal Employees Compensation Account	13,630,050.00
Net Contributions Collected	278,617,248.29
Interest Credited by U.S. Treasury	4,186,600.22
Title IX (Reed Bill) Reimbursements	0.00
Reimbursable — Local Government & Other Political Subdivisions	5,414,765.99
Reimbursable — State Government, State Hospital, Higher Education	2,577,578.51
Reimbursable — Nonprofit Organizations	4,441,540.78
Regular Extended MA Portion	2,565.79
CWC Reimbursements	7,024,267.28
FSB Advance	0.00
EB Year-Old Cancelled Checks, State Portion	0.00
Total Receipts	**$486,445,816.86**
DISBURSEMENTS	
Federal Supplemental Compensation Account	174,391,391.91
Federal Employees Compensation Account	13,785,866.02
Net Benefits Paid to Claimants	324,264,846.41
Title IX (Reed Bill) Disbursements	0.00
Reimburseable — Local Government & Other Political Subdivisions	5,421,208.31
Reimbursable — State Government, State Hosp., Higher Education	2,333,145.96
Reimbursable — Nonprofit Organizations	4,410,956.63
Net Regular Extended — State Portion	1,522.12
Net Regular Extended — MA Portion	1,522.11
CWC Disbursements	14,467,257.87
FSB Disbursements	0.00
Total Disbursements	**$539,077,717.34**
BALANCE ON HAND, June 30, 1993	**($1,530,431.00)**
CASH BALANCE, June 30, 1993	
Clearing Account United Missouri Bank, Jefferson City, MO	(246,473.20)
Trust Fund Account, U.S. Treasury	$4,220,629.33
Benefit Payment Account, United Missouri Bank, Jefferson City, MO	(5,504,587.13)
	($1,530,431.00)

UI Contributions by Employer Location and Benefits by Claimant's County of Residence All Programs — Fiscal Year 1993

County	Net Employer Contributions	Initial Claims*		Weeks Claimed		Weeks Paid**		Amount of Benefit Payments		
		UI	UCFE UCX	UI	UCFE UCX	UI	UCFE UCX	State	Federal***	Total
STATEWIDE	$4,626,463	616,134	12,215	4,373,742	129,167	3,633,022	149,758	$513,231,522	$597,660	$533,829,183
Adair	1,110,692	2,819	32	13,329	367	10,711	345	1,373,470	57,518	1,430,988
Andrew	152,079	1,375	27	9,294	212	7,746	221	1,127,058	33,579	1,160,638
Atchison	162,219	268	7	2,951	81	3,149	72	459,623	12,477	472,100
Audrain	932,952	2,548	37	15,072	333	12,919	299	1,765,518	47,494	1,813,013
Barry	1,493,235	2,712	48	18,698	344	14,304	326	1,968,683	45,562	2,014,245
Barton	396,982	588	7	4,473	79	3,449	105	452,698	13,365	466,064
Bates	282,858	1,467	47	10,857	396	7,535	570	1,006,656	70,899	1,077,555
Benton	342,470	1,781	39	12,950	505	9,979	444	1,346,573	72,064	1,418,638
Bollinger	234,601	1,876	15	9,920	127	8,166	154	1,085,333	24,294	1,109,628
Boone	4,844,258	6,366	169	49,968	1,859	41,650	2,007	6,044,446	284,321	6,328,767
Buchanan	4,922,069	9,827	156	73,209	1,512	61,303	2,034	8,414,956	269,876	8,684,832
Butler	1,766,990	4,887	124	33,413	1,263	27,036	1,344	3,468,027	192,380	3,660,408
Caldwell	135,807	900	20	5,886	165	4,707	221	663,502	30,652	694,154
Callaway	1,212,449	3,377	45	22,877	426	18,975	469	2,752,943	65,393	2,818,337
Camden	2,224,446	4,264	40	33,108	545	27,353	450	3,645,810	58,420	3,704,230
Cape Girardeau	3,682,164	7,008	91	43,057	881	36,243	1,027	4,793,646	133,871	4,927,517
Carroll	312,446	1,581	7	8,877	73	7,090	101	952,781	13,776	966,558
Carter	154,950	915	30	5,440	313	4,329	379	576,033	53,513	629,546
Cass	1,525,897	5,449	230	40,585	2,123	30,765	2,758	4,461,800	370,455	4,832,256
Cedar	292,279	1,208	23	7,938	217	5,790	209	741,441	31,096	772,538
Chariton	161,327	1,104	8	7,227	179	6,457	86	830,857	12,057	842,915
Christian	1,184,250	4,004	42	28,126	526	23,099	529	3,312,463	70,115	3,382,579
Clark	87,755	176	0	673	0	1,224	18	160,237	3,150	163,387
Clay	8,600,676	12,693	220	83,884	1,946	63,362	2,576	9,560,241	342,574	9,902,815
Clinton	278,483	1,637	31	10,518	262	8,627	267	1,228,822	42,168	1,270,990
Cole	3,134,281	4,995	95	32,371	1,094	27,116	1,221	3,862,222	177,644	4,039,867
Cooper	764,927	2,536	23	13,199	230	11,392	364	1,589,594	49,272	1,638,867
Crawford	956,051	3,954	36	24,855	364	21,775	415	3,037,624	52,306	3,089,931
Dade	142,837	634	7	4,829	124	4,013	157	573,104	24,452	597,557
Dallas	231,673	1,538	15	11,395	185	9,236	215	1,289,178	22,769	1,311,947
Daviess	134,248	879	10	5,274	141	4,155	140	577,815	19,748	597,563
Dekalb	156,908	804	10	5,792	82	4,809	79	667,124	9,361	676,486
Dent	508,790	2,280	43	12,232	578	10,107	439	1,325,619	71,461	1,397,080
Douglas	301,430	2,235	18	9,054	126	6,530	169	784,816	18,010	802,827
Dunklin	1,128,214	4,883	92	28,484	899	23,642	889	2,965,369	134,099	3,099,469
Franklin	3,678,535	15,108	132	91,528	1,072	81,613	1,173	11,994,322	160,151	12,154,474

* *Excludes transitional claims*

** *Includes joint state/federal weeks paid*

*** *Includes federal portion of joint claim benefits*

UI Contributions (continued)

County	Net Employer Contributions	Initial Claims* UI	Initial Claims* UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid** UI	Weeks Paid** UCFE UCX	Amount of Benefit Payments State	Federal***	Total
Gasconade	523,244	2,630	25	18,741	393	17,492	378	2,398,064	59,106	2,457,171
Gentry	119,686	384	16	2,761	102	2,224	110	298,076	15,436	313,512
Greene	12,971,028	19,638	360	157,142	3,941	133,266	4,171	19,227,355	601,333	19,828,689
Grundy	345,704	1,655	23	7,793	117	6,402	149	849,543	19,862	869,405
Harrison	189,156	655	8	4,542	77	3,404	95	454,261	12,192	466,453
Henry	781,647	2,724	43	17,605	466	14,011	556	1,898,012	75,605	1,973,617
Hickory	94,390	737	20	5,249	236	3,878	226	486,755	36,133	522,888
Holt	193,030	398	5	3,255	40	2,750	29	392,730	3,614	396,344
Howard	213,967	1,363	13	6,401	180	5,327	185	735,744	28,412	764,156
Howell	1,501,978	5,148	77	26,913	917	19,489	879	2,507,287	137,166	2,644,454
Iron	307,240	1,921	27	12,522	308	10,892	468	1,389,408	61,599	1,451,007
Jackson	33,695,703	56,343	2,301	458,211	22,349	351,392	35,392	49,162,843	4,521,407	53,684,251
Jasper	5,348,884	8,305	132	60,504	1,287	47,279	1,326	6,648,665	187,639	6,836,304
Jefferson	4,051,327	24,914	252	162,887	2,488	144,248	2,936	21,663,098	429,737	22,092,836
Johnson	1,079,027	3,376	204	21,164	2,766	16,058	2,696	2,153,821	392,085	2,545,907
Knox	77,554	347	12	2,006	60	1,689	60	230,984	8,481	239,465
Laclede	2,218,314	5,683	75	29,935	622	24,178	667	3,166,032	94,897	3,260,930
Lafayette	765,589	3,285	70	20,129	725	15,764	786	2,201,528	113,932	2,315,460
Lawrence	795,280	3,695	86	22,558	506	18,248	499	2,500,068	73,424	2,573,493
Lewis	248,360	409	6	3,107	85	2,838	58	394,809	8,123	402,932
Lincoln	858,567	5,683	32	30,902	323	27,299	475	4,072,968	61,571	4,134,540
Linn	866,866	2,394	15	15,988	180	14,301	300	1,885,919	38,271	1,924,191
Livingston	641,749	1,347	17	7,759	204	6,391	188	842,969	28,937	871,907
McDonald	625,508	1,202	13	9,791	175	7,787	245	1,112,199	29,823	1,142,023
Macon	670,751	3,125	19	15,787	172	13,174	194	1,802,559	28,674	1,831,234
Madison	354,963	2,346	22	15,415	214	13,925	323	1,847,696	41,183	1,888,880
Maries	148,254	1,362	13	10,405	161	9,665	149	1,327,230	22,993	1,350,223
Marion	1,263,713	2,577	37	17,531	432	14,440	434	1,909,010	65,775	1,974,786
Mercer	87,902	295	0	1,454	0	1,035	5	142,384	754	143,138
Miller	967,862	3,752	27	28,258	271	24,472	340	3,328,341	46,080	3,374,422
Mississippi	707,895	2,423	22	18,968	219	16,710	154	2,100,800	25,663	2,126,463
Moniteau	563,339	1,861	18	13,513	144	12,406	132	1,794,781	19,030	1,813,812
Monroe	381,984	883	15	5,548	99	4,847	86	685,436	10,531	695,968
Montgomery	328,796	1,613	25	8,887	312	7,649	272	1,077,577	44,888	1,122,465
Morgan	499,235	2,058	28	17,552	305	14,491	458	1,985,563	65,766	2,051,330
New Madrid	1,318,891	3,438	63	20,494	679	17,735	721	2,326,732	103,697	2,430,430
Newton	2,059,574	4,720	58	38,128	661	31,514	715	4,387,875	104,960	4,492,835
Nodaway	671,015	1,214	19	8,040	188	6,927	241	954,110	33,727	987,837
Oregon	224,405	1,235	24	6,817	334	4,392	257	539,724	35,227	574,951
Osage	243,646	1,053	7	7,373	117	6,543	152	948,799	23,187	971,986
Ozark	191,713	854	15	5,336	226	3,809	136	473,694	22,007	495,701

* *Excludes transitional claims*

** *Includes joint state/federal weeks paid*

*** *Includes federal portion of joint claim benefits*

UI Contributions (continued)

County	Net Employer Contributions	Initial Claims* UI	Initial Claims* UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid** UI	Weeks Paid** UCFE UCX	Amount of Benefit Payments State	Amount of Benefit Payments Federal***	Amount of Benefit Payments Total
Pemiscot	847,757	3,239	90	20,27	789	18,199	1 322	2,429,941	138,289	2,568,230
Perry	921,338	1,910	10	11,544	124	10,005		1,427,485	27,458	1,454,943
Pettis	1,973,641	5,695	118	36,148	1,074	30,701	1,145	4,038,520	170,209	4,208,729
Phelps	1,101,876	3,901	112	28,512	1,481	23,884	1,445	3,216,485	197,040	3,413,525
Pike	526,211	2,447	24	12,608	256	10,806	208	1,400,958	31,979	1,432,937
Platte	2,978,509	3,881	85	28,840	728	20,856	901	3,194,689	122,408	3,317,098
Polk	603,474	2,177	36	15,325	344	12,970	456	1,781,914	54,401	1,836,316
Pulaski	1,096,963	4,242	783	27,808	9,214	23,327	8,187	2,964,951	1,233,628	4,198,579
Putnam	103,227	277	3	1,366	52	1,519	8	185,323	708	186,032
Ralls	256,123	850	14	5,331	137	4,482	133	617,265	17,914	635,180
Randolph	742,322	2,474	28	18,962	250	15,947	258	2,158,343	31,966	2,190,310
Ray	296,095	2,698	43	14,246	302	11,414	448	1,628,939	63,716	1,692,656
Reynolds	253,353	713	12	5,679	192	4,930	245	653,084	31,354	648,439
Ripley	304,526	1,704	36	10,183	557	8,037	557	1,009,879	85,122	1,095,001
St. Charles	10,378,658	26,765	237	161,849	2,047	138,560	2,049	21,449,393	286,827	21,736,221
St. Clair	159,305	851	11	5,408	74	4,146	86	550,536	7,353	557,890
Ste. Genevieve	733,530	2,558	22	12,915	213	11,279	166	1,553,124	27,680	1,580,804
St. Francois	2,006,617	8,678	93	52,584	1,175	45,568	1,207	6,163,266	181,613	6,344,880
St. Louis City	23,986,233	49,418	937	411,801	11,762	356,354	14,102	47,999,896	1,868,039	49,867,936
St. Louis Co.	65,104,844	82,771	1,393	645,932	14,755	565,446	16,652	84,418,477	2,274,411	86,692,889
Saline	798,208	4,507	38	20,664	289	17,946	333	2,234,443	49,018	2,373,462
Schuyler	57,338	566	0	2,751	7	2,256	39	302,429	1,579	304,009
Scotland	108,490	474	1	2,199	7	1,769	0	234,971	0	234,971
Scott	1,420,553	5,704	95	36,254	1,070	31,033	1,044	4,110,186	156,471	4,266,658
Shannon	260,230	2,082	57	9,033	488	7,407	565	855,250	86,246	941,497
Shelby	194,233	800	11	3,870	92	3,151	116	446,721	12,810	459,531
Stoddard	1,598,501	5,788	74	34,426	649	30,531	980	3,894,806	129,713	4,024,519
Stone	1,424,033	3,960	23	30,015	272	25,477	276	3,220,264	36,043	3,256,308
Sullivan	194,563	1,003	10	4,112	58	3,269	48	393,842	6,406	400,249
Taney	3,378,875	6,073	37	48,896	499	41,980	507	5,359,186	66,345	5,425,531
Texas	889,012	5,344	84	32,828	1,028	28,425	1,167	3,667,716	166,232	3,833,948
Vernon	468,300	1,776	34	11,007	229	7,556	244	1,025,493	35,936	1,061,430
Warren	938,854	3,512	14	18,445	122	16,292	131	2,405,690	17,007	2,422,697
Washington	414,726	4,650	63	28,681	638	25,812	642	3,485,479	101,599	3,587,079
Wayne	493,424	3,723	41	19,970	588	17,487	641	2,177,966	98,455	2,276,421
Webster	859,628	3,182	50	20,763	590	17,521	508	2,465,235	79,666	2,544,901
Worth	52,325	138	2	1,242	1	772	1	111,831	170	112,001
Wright	879,578	3,394	31	15,542	284	12,609	268	1,568,719	39,385	1,608,105
Out-Of-State	94,701	38,699	1,183	307,045	12,123	152,079	4,897	23,114,832	704,464	23,819,296
NEC	4,626,463	3,870	25	59,299	1,924	120,527	7,683	18,058,081	1,134,676	19,192,758

* *Excludes transitional claims*

** *Includes joint state/federal weeks paid*

*** *Includes federal portion of joint claim benefits*

UI Claims and Benefits

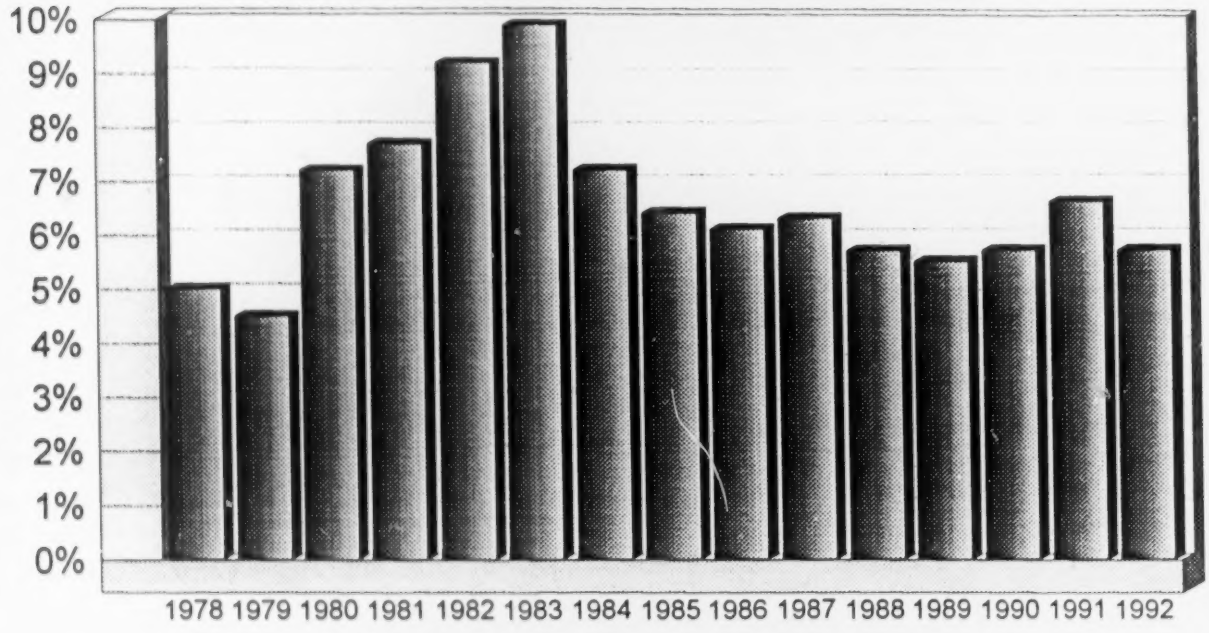
Calendar Year	First Payments	Weeks Compensated	Benefits Paid $(000)	Average Weekly Benefit	Average Duration (Weeks)	Exhaustion Rate (%)	Federal Loans $(000)	Net Reserves Dec. 31 $(000)
1938	—	—	—	—	—	—	—	$ 4,036
1939	—	657,247	$ 5,461	$ 8.68	—	—	—	49,283
1940	141,876	880,080	7,259	9.09	6.2	55.3	—	58,106
1941	84,605	605,736	5,388	9.60	7.2	44.8	—	77,744
1942	67,588	696,183	8,130	12.35	10.3	44.8	—	90,787
1943	20,072	179,395	2,359	13.82	8.9	29.8	—	111,216
1944	15,734	109,439	1,576	15.27	7.0	22.0	—	139,505
1945	70,453	600,941	9,916	16.75	8.5	39.0	—	159,758
1946	109,318	1,290,676	20,946	16.40	11.8	49.6	—	158,616
1947	87,692	1,046,955	16,893	16.40	11.9	39.0	—	166,366
1948	85,376	866,344	13,410	16.20	10.1	30.6	—	181,867
1949	138,762	1,378,439	22,479	17.17	9.9	29.0	—	187,516
1950	103,962	1,224,621	19,854	16.94	11.8	29.8	—	194,674
1951	91,347	765,324	12,090	17.30	8.4	17.8	—	214,143
1952	82,952	739,307	13,624	19.87	9.5	15.0	—	220,507
1953	100,284	817,896	15,534	20.50	8.2	16.8	—	224,259
1954	153,044	1,801,509	36,666	21.46	11.8	27.7	—	208,060
1955	105,095	1,191,127	23,478	21.13	11.3	23.9	—	208,297
1956	116,848	1,091,592	21,757	21.36	9.4	20.2	—	217,618
1957	124,079	1,172,230	24,753	22.58	9.5	20.5	—	226,562
1958	156,463	1,989,661	50,772	27.53	12.7	23.3	—	205,467
1959	117,097	1,266,837	32,250	27.46	10.8	21.1	—	208,199
1960	148,740	1,558,290	41,317	28.61	10.5	19.5	—	201,724
1961	147,193	1,923,189	52,229	29.11	13.1	25.4	—	194,427
1962	130,327	1,474,902	43,902	31.88	11.3	22.8	—	199,077
1963	125,769	1,368,164	41,858	32.95	10.9	20.2	—	206,895
1964	112,080	1,203,664	37,321	33.36	10.7	19.5	—	220,055
1965	101,194	991,475	31,109	33.79	9.8	17.8	—	241,074
1966	90,290	864,607	29,159	36.99	9.6	13.6	—	266,231
1967	106,905	992,480	34,363	38.37	9.3	13.7	—	267,957
1968	93,423	906,196	34,613	41.51	9.7	14.3	—	277,404
1969	96,682	943,372	39,053	44.85	9.8	15.3	—	286,736
1970	159,483	1,604,229	73,237	48.67	10.1	17.4	—	263,566
1971	144,090	1,795,065	84,840	49.53	12.5	26.3	—	232,054
1972	118,970	1,486,290	72,137	51.04	12.5	26.1	—	230,723
1973	115,220	1,359,369	68,869	53.39	11.8	23.1	—	236,366
1974	171,853	1,822,911	98,089	56.44	10.6	24.5	—	245,490
1975	238,288	3,618,602	227,744	66.18	15.2	38.3	—	94,893
1976	176,229	2,275,766	155,784	73.07	12.9	37.2	—	88,994
1977	166,703	1,983,264	138,593	74.05	11.9	31.3	—	120,988
1978	168,689	1,808,575	129,443	75.62	10.7	29.8	—	210,948
1979	189,700	2,042,387	153,961	77.82	10.8	27.3	—	295,904
1980	244,383	3,284,393	288,371	88.41	13.4	36.8	—	125,698
1981	219,900	2,881,462	263,860	91.45	13.1	36.4	—	1,188
1982	237,824	3,259,355	312,397	93.72	13.7	38.3	89,825	(64,307)
1983	182,975	2,627,809	246,559	93,83	14.4	43.5	89,825	(35,546)
1984	160,780	1,854,359	169,173	91.23	11.5	30.6	—	91,823
1985	165,854	2,051,313	194,803	94.97	12.4	26.8	—	217,310
1986	172,060	2,180,519	221,854	101.74	12.7	27.2	—	321,056
1987	153,103	2,071,041	212,699	108.87	13.9	29.0	—	346,392
1988	145,103	1,946,229	222,813	114.83	13.7	29.3	—	374,985
1989	160,565	2,010,295	244,234	124.16	13.0	20.9	—	357,884
1990	178,495	2,293,823	294,517	128.87	13.2	26.9	—	287,276
1991	204,688	2,971,790	404,251	136.16	14.9	33.1	—	107,861
1992	183,132	2,733,368	380,202	139.16	15.2	39.9	—	(7,689)

UI Employment and Earnings

Calendar Year	Average Number of Covered Employers	Average Monthly Covered Employees	Wages Paid In Covered Employment (in thousands) Total	Taxable	Contrib. Due (000)	Avg. Tax Rate Percent Of Total Wages	Taxable Wages	Taxable Wage Base
1938	12,499	501,398	$ 636,789	$ 636.789	$ 19,136	3.01%	3.01%	Total
1939	13,269	527,478	686,265	686,265	19,521	2.84	2.84	Total
1940	13,829	554,111	734,694	734,694	19,837	2.70	2.70	Total
1941	13,657	656,086	970,653	899,999	24,300	2.50	2.70	$3,000
1942	13,351	719,560	1,201,732	1,090,470	16,422	1.37	1.51	3,000
1943	13,051	752,079	1,400,114	1,262,961	21,430	1.53	1.70	3,000
1944	13,620	722.991	1,463,255	1,305,962	26,415	1.81	2.02	3,000
1945	13,577	705,408	1,498,132	1,330,780	25,621	1.71	1.93	3,000
1946	13,791	722.173	1,628,575	1,407,771	16,414	1.01	1.17	3,000
1947	14,702	762,231	1,920,696	1,620,075	22,103	1.15	1.36	3,000
1948	16,682	779,043	2,139,021	1,752,771	25,606	1.20	1.46	3,000
1949	17,534	763,656	2,176,430	1,762,109	23,655	1.09	1.34	3,000
1950	18,060	781,645	2,362,343	1,866,030	22,870	0.97	1.23	3,000
1951	19,501	825,835	2,672,369	2,051,528	26,750	1.00	1.30	3,000
1952	19,004	854,981	2,959,113	2,205,738	12,296	0.42	0.56	3,000
1953	19,617	883,468	3,236,132	2,337,919	13,678	0.42	0.59	3,000
1954	20,176	844,815	3,192,574	2,260,929	15,003	0.47	0.66	3,000
1955	20,772	862,986	3,406,504	2,338,209	18,482	0.54	0.79	3,000
1956*	33,372	937,275	3,794,664	2,577,230	26,341	0.69	1.02	3,000
1957	34,036	949,833	3,976,990	2,610,877	25,708	0.65	0.98	3,000
1958	35,726	923,116	4,016,128	2,569,281	25,664	0.64	1.00	3,000
1959	36,630	953,308	4,374,882	2,699,536	29,301	0.67	1.09	3,000
1960	36,705	961,295	4,532,989	2,737,944	28,779	0.63	1.05	3,000
1961	36,830	945,691	4,575,125	2,705,006	40,085	0.88	1.48	3,000
1962	37,067	964,745	4,850,506	2,800,898	42,250	0.87	1.51	3,000
1963	36,765	984,561	5,169,784	2,891,540	42,435	0.82	1.47	3,000
1964	37,012	1,007,848	5,536,341	3,004,209	42,714	0.77	1.42	3,000
1965	37,583	1,051,848	6,064,819	3,159,712	44,409	0.73	1.41	3,000
1966	37,947	1,110,878	6,504,283	3,386,103	44,219	0.68	1.31	3,000
1967	38,466	1,136,133	6,966,257	3,491,807	23,430	0.37	0.67	3,000
1968	38,660	1,165,930	7,632,888	3,668,116	32,385	0.42	0.88	3,000
1969	38,919	1,203,717	8,234,186	3,821,001	35,095	0.43	0.94	3,000
1970	39,720	1,189,325	8,695,885	3,802,890	35,958	0.41	0.95	3,000
1971	40,693	1,173,986	9,056,193	3,751,398	38,310	0.42	1.02	3,000
1972**	72,569	1,352,122	10,752,904	5,494,228	64,701	0.60	1.18	4,200
1973	85,196	1,446,037	11,640,149	5,580,447	58,575	0.50	1.79	4,200
1974	86,038	1,460,640	12,565,740	5,679,258	92,621	0.74	1.63	4,200
1975	87,121	1,411,946	13,091,625	5,517,783	86,793	0.66	1.57	4,200
1976	89,997	1,472,109	15,928,705	6,132,035	163,949	1.03	2.67	4,500
1977	91,023	1,530,843	16,225,290	6,524,563	170,377	1.05	2.61	4,500
1978***	99,892	1,835,143	21,085,209	8,710,463	211,890	1.00	2.43	6,000
1979	103,965	1,890,608	23,482,229	9,162,637	208,356	0.89	2.27	6,000
1980	106,747	1,849,072	25,105,822	9,126,346	91,816	0.37	1.01	6,000
1981	106,813	1,838,552	27,185,203	9,226,566	145,993	0.54	1.58	6,000
1982	106,345	1,798,639	28,356,202	9,556,739	253,755	0.89	2.66	6,600
1983	107,966	1,820,539	30,122,012	10,143,351	279,981	0.93	2.76	7,000
1984	111,292	1,914,118	33,250,462	10,888,274	287,115	0.86	2.64	7,000
1985	115,691	1,972,705	35,710,862	12,419,731	303,522	0.85	2.44	8,000
1986	119,045	2,023,163	37,863,302	13,527,378	294,549	0.78	2.18	8,000
1987	119,663	2,074,484	40,211,542	12,671,481	215,534	0.54	1.70	7,500
1988	122,009	2,149,003	42,805,809	12,434,369	205,632	0.48	1.65	7,000
1989	127,328	2,185,839	45,181,312	12,768,133	190,039	0.42	1.49	7,000
1990	134,733	2,207,250	47,360,177	12,953,281	188,288	0.40	1.45	7,000
1991	139,975	2,239,766	48,342,005	12,749,932	200,176	0.41	1.57	7,000
1992	140,371	2,194,591	51,102,994	12.946,348	259,493	0.51	2.00	7,000

* Coverage extended to 4 or more employees
** Coverage extended to 1 or more employees plus state hospitals and higher education
*** Coverage extended to state and local government, agriculture, domestic and nonprofit employees

Missouri Annual Average Unemployment Rates



SHARED WORK PLAN

Starting in October, 1987 Missouri has a shared work plan which allows employees of participating employers to draw partial UI benefits in exchange for voluntarily reducing their hours of work. The plan allows some workers who would be laid off full-time to work at least 60% of their regular hours if all workers in the section agree to a similar reduction in work hours. In return all workers can draw up to 40% of their weekly UI benefits. The benefits are not reduced due to earnings. All benefits paid under Shared Work are charged to the participating employer and in some cases may raise the employer's contribution rate. The employers voluntarily elect to participate in this program in order to retain their trained workers.

During FY 1993 there were 3,254 claims for benefits under Shared Work, resulting in a total of 28,709 weeks claimed and benefit payments of $960,556.

APPEALS

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability.

After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During the fiscal year 1993, the staff of 38 Appeals Referees and 36 support personnel disposed of 35,983 appeals. There were 35,577 unemployment insurance appeals involving individual claimants resolved by written decisions or orders.

In addition, 13 cases involving 146 appeals as a result of labor disputes and multi-claimant issues, and 393 appeals concerning employer tax liability were resolved by decisions or orders.

Missouri Division of Employment
Directory of Local Offices

Local Office	Manager	Administrative Areas Served
Arnold	Bill Haney	Jefferson
Branson	Vonda Olson	Stone, Taney
Camdenton	Robert L. Wright	Camden, Miller, Morgan,
Cape Girardeau	Jackie B. Cecil	Bollinger, Cape Girardeau, Perry
Chillicothe	Duane Bradley	Caldwell, Daviess, Grundy, Linn, Livingston, Mercer
Clinton	Mary Miller	Henry, Hickory, St. Clair
Columbia	Dean L. Smith	Boone, Callaway, Cooper, Howard
Crestwood	James W. Fox, Jr.	St. Louis County
Florissant	Kay Monks	St. Louis County
Gladstone	Carolyn E. Londerholm	Clay, Platte
Grandview	Wayman Snead	Cass, Jackson
Hannibal	Shirley O'Keefe	Clark, Lewis, Marion, Monroe, Pike, Ralls, Shelby
Independence	Tom Pretti	Jackson
Jefferson City	Bob Harrison	Cole, Moniteau, Osage
Joplin	Louis E. Kelley	Jasper, McDonald, Newton
Kansas City	Jacquelyn Jackson	Jackson
Kennett	Freddie L. Graham	Dunklin, New Madrid (South of Hwy. 62) Branch Office: Caruthersville (Pemiscot)
Kirksville	Vicki K. Brown	Adair, Knox, Putnam, Schuyler, Scotland, Sullivan
Lebanon	David E. Jeffries	Dallas, Laclede, Wright
Lexington	Glenda K. Wilson	Lafayette, Ray
Marshall	Linda F. Dryer	Carroll, Saline
Maryville	Beverly Alford	Atchison, Gentry, Harrison, Nodaway, Worth
Mexico	Douglas G. Mooney	Audrain, Montgomery
Moberly	Michael E. Carr	Chariton, Macon, Randolph
Monett	Charles H. Sanders	Barry, Lawrence
Nevada	Barbara Henry	Barton, Bates, Cedar, Vernon
Park Hills	Don Price	Iron, Madison, Ste. Genevieve, St. Francois, Washington
Poplar Bluff	Joseph D. Swafford	Butler, Carter, Reynolds, Ripley, Wayne
Rolla	Lloyd T. Misner	Crawford, Dent, Maries, Phelps, Pulaski Branch Office: Ft. Leonard Wood
St. Ann	John E. Pendleton	St. Louis County
St. Charles County	Eugene F. Wilson	St. Charles County, Lincoln, Warren
St. Joseph	Peggy J. Tolbert	Andrew, Buchanan, Clinton, DeKalb, Holt
St. Louis Downtown	Ken White	St. Louis City
St. Louis Central	Amerilys L. Bowden	St. Louis City
St. Louis South	J. Nolan Hollingsworth	St. Louis City
Sedalia	Gilbert Hake	Johnson, Pettis, Benton
Sikeston	John R. Grimsley	Mississippi, New Madrid (North of Hwy. 62), Scott, Stoddard
Springfield	Paul H. Hitt	Christian, Dade, Greene, Polk, Webster
Washington	David C. Wright	Franklin, Gasconade
West Plains	Michael R. Freese	Douglas, Howell, Oregon, Ozark, Shannon, Texas